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Daily Telegraph

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'DAY OF RECKONING' FOR MINERS

Judge warns union over hidden funds

MINERS' leaders who have transferred union funds abroad to try to prevent them being seized are only "postponing the day of reckoning" and adding to the bill which will have to be paid, Mr Justice Nicholls said yesterday. He had been told that most of the £8,400,000 assets of the National Union of Mineworkers had been traced to Luxembourg, Switzerland and Ireland.

Meanwhile, the TUC General Council reaffirmed "total support" for the miners in their strike but agreed to take "soundings" to try to bring about resumed negotiations with the Coal Board.

Mr Kinnock is to lead a Labour party deputation to meet Mr Arthur Scargill and other NUM leaders. The party's national executive decided yesterday to try to "clear up misunderstandings" and offer some form of practical help.

Court report and other pit news—P2

NUM's £8m traced

By TERENCE SHAW Legal Correspondent

MINERS' leaders who have transferred their union's assets to foreign banks in an attempt to prevent them being seized by sequestrators were warned by a High Court judge yesterday that they were only "postponing the day of reckoning."

Mr Justice Nicholls had been told that most of the £8,400,000 assets of the National Union of Mineworkers had been traced to Luxembourg, Ireland and Switzerland.

He said that keeping the funds abroad was only adding to the bill the union would have to meet.

"By one means or another, sooner or later, its funds will have to return to this country," said the judge.

"Meanwhile, the greater expense to which the sequestrators are put in tracing and seizing the union's property, the larger will be the amount of the sequestrators' proper costs and expenses which in due course will be payable out of union funds."

Resisting the efforts of the sequestrators and contesting overseas litigation was only adding to the bill that would be payable by the union, said the judge. He did not want the union's officers or members to be "under any misapprehension about this."

Mr Justice Nicholls delivered his warning and "observations" after hearing a second formal report by Price Waterhouse, the accountants appointed by the court last month to seize and freeze the union's assets.

Kinnock to offer help

By NICHOLAS COMFORT Political Staff

A LABOUR initiative to "clear up misunderstandings" with Mr Arthur Scargill and his fellow leaders of the miners' strike and to offer some form of practical help was decided on yesterday by the party's national executive.

Mr Kinnock was volunteered to lead a deputation from the executive to meet the NUM leadership as soon as possible after tomorrow night's potentially-traumatic Labour rally at Stoke-on-Trent in support of the strike—at which he will share the platform with Mr Scargill.

The Labour leader came in for some Left-wing criticism at yesterday's meeting for pleading prior engagements when invited by Mr Scargill to speak at the five rallies in strikebound coalfields.

Mrs Audrey Wise, the former Coventry MP, voiced criticism of Mr Kinnock's attitude to the miners' strike. But Mr Eric Clarke, the Left-wing Scottish miners' representative, said that while the Labour leader had not been there, they understood his difficulties.

Mr Kinnock was at pains to explain his reported comments in Russia on the plight of the miners and their families, claiming that he had been there quoted-he reiterated that near had been something in mining communities, but no actual starva-

TUC will try for new talks

By JOHN RICHARDS Industrial Correspondent

THE TUC yesterday reaffirmed its "total support" for the National Union of Mineworkers in their 38-week-old strike over pit closures but also agreed to make further "soundings" to try to get peace talks resumed.

After a meeting of the TUC General Council in London, Mr Terence Dray, president of the Engineering Workers Union said: "We are trying to open the door to negotiations and I think it behoves the National Coal Board to take advantage of that."

"In the negotiations, I understand that the NUM is prepared to talk about a revision of the Plan for Coal," Mr Norman Willis, TUC general secretary, would not be drawn into giving any details on behind-the-scenes moves which the TUC is likely to undertake.

Talks with N.U.M.

He said the first step was to have further talks with the miners' union, whose president, Mr Arthur Scargill, was absent from discussions at the TUC on Tuesday.

Mr Willis added: "We are not proposing at the moment to approach the National Coal Board, but we are sounding out in all directions."

"It does not look from statements which have been made in public that the board, at the moment, wants to go into negotiations."

Mr Willis would neither confirm nor deny that the basis for any fresh talks between the Coal Board and the NUM would be the Plan for Coal, the 1974 agreement between the Government, the board and mining unions.

He did say that the Coal Board had agreed to a

LEFT DEFEATS KINNOCK ON EXPULSION

By Our Political Staff

Labour Left-wingers yesterday overruled Mr Kinnock to block the expulsion from the party of a leading Trotskyist member of its youth section.

The National Executive voted 14-15 to refer to a committee of appeals and mediation committee a recommendation that Mr Brychan Davies, 22, be expelled from the Rhondda constituency party.

Mr Davies was acknowledged by executive members to have sold copies of Militant Tendency's weekly paper and to have contributed to its funds—grounds for expulsion.

LABOUR CHIEF TO RETIRE

By Our Political Staff

Mr James Mortimer, general secretary of the Labour Party's National Executive, today said he intends to retire in the spring, by which time he will be 64.

His announcement, which has been expected for some time, is likely to set off fierce infighting within the party over the choice of a successor.

SCARGILL'S CAR IN SPEED TRAP

By Our Political Staff

A car belonging to Mr Arthur Scargill, president of the National Union of Mineworkers, was stopped in a speed trap near Mansfield, Nottingham, on Tuesday, police said yesterday.

It is believed that the driver of the car was a chauffeur and not Mr Scargill. Police have not yet decided whether to prosecute.

ECONOMY TO GROW BY 3.5pc

By Our Business Correspondent

The British economy is expected to grow by between three and 3.5 per cent. next year from two per cent. in 1984, according to the latest predictions from the National Institute for Economic and Social Research. The Treasury has already forecasted 3.5 per cent.

But the Institute's November economic review, published yesterday, is sceptical about the Chancellor's scope for tax cuts in the Budget.

700 JOBS TO GO

By Our Business Correspondent

Rowntree Mackintosh, the York-based confectionery company, is to close its Edinburgh plant in 1987 with the loss of 700 jobs, as part of a restructuring plan to be announced today.

INDEX TO OTHER PAGES

Arts Notices 15

Births, Marriages and Deaths 35

City News 21, 22, 23, 24 25

Sport 25

City Prices 29

Court and Social 16

Entertainments Guide 35

Leader Page 18

Obituaries 16

Parliamentary Report 19

Personal 16

Sport 31, 32, 33 and 34

TV and Radio 23

Way of the World 16

Woman's Page 17



A crush barrier on Waterloo Bridge collapsing under the weight of students in last night's demonstration against cuts in grants.

£300m slashed off aid to regions

By ROLAND GRIBBEN Business Correspondent

GOVERNMENT aid to the regions will be cut by £300 million as part of a shake-up to reduce automatic assistance to firms, Mr Lamont, Industry Minister, announced in the Commons yesterday.

Support will be reduced to £400 million by 1987-88, with aid concentrated on the worst hit unemployment areas to help job creation on a more selective basis.

The "aid map" has been redrawn, with parts of the north-west, Yorkshire, Scotland, Wales and north-east losing their special status. But the West Midlands is included for the first time.

The long-awaited regional policy overhaul produced, possibly inside and outside the Commons, with Mr Smith, Shadow Trade and Industry Secretary, describing the statement as the end of "effective regional assistance in this country."

He declared: "It is not just a case of cutting the aid, but of changing the application of the aid."

Insisting that the vastly reduced amount is spread as thinly as possible, he said:

"Mr Roger Burman, president of the Birmingham Chamber of Industry and Commerce, said the Government had failed to produce a policy which aimed at assisting the areas of greatest need, the inner cities."

Sir Terence Beckett, director-general of the CBI, said that continued on Back P. Col 4

ENGLAND 190-8 TOIL IN TEST

By Our Sports Correspondent

England were struggling at 190 for eight at the end of the first day of the first Test against India in Bombay. After collapsing to 114 for seven they recovered with 48 from Middlesex's Phil Edmunds and an unbeaten 63 from his county colleague, Paul Downton.

Players of both sides wore black armbands and began the day with two minutes silence as a mark of respect for Mr Percy Morris, the Deputy British High Commissioner who was assassinated on Tuesday morning.

Michael Carey and pictures—Picture—P4

LATE NEWS

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MERCURY PROFITS

Cable and Wireless, which owns Mercury Communications, the only serious rival to British Telecom yesterday announced a 25 per cent. jump in half-yearly profits to £109 million on a turnover of £366 million.

Details—P21

Today's Weather

GENERAL SITUATION: Intense low will remain near Iceland and cold front will approach W. areas later.

LONDON, S.E., E., CEN. S., N.E. ENGLAND, MIDLANDS, E. ANGLES, CHANNEL IS.: Dry, sunny intervals. Wind S., moderate increasing strong. Max. 55F (13C).

S.W. N.W. ENGLAND, WALES: Sunny intervals, rain later. Wind S., fresh increasing strong to gale. 54F (12C).

S.F. SCOTLAND: Sunny spells, rain later. Wind S., moderate increasing strong. 54F (12C).

N. IRELAND: Afternoon rain, clearing later. Wind S., strong increasing gale. 54F (12C).

S. NORTH SEA, STRAIT OF DOVER, ENGL. CH. E.: Wind S., force 3, increasing gale 8. Sea moderate becoming very rough.

ST GEORGE'S CH., IRISH SEA: S., 6-7 increasing gale 8, locally severe gale 8. Very rough.

OUTLOOK: Unsettled, windy, rain. Weather Maps—P31.

180 held in student-grant demo battles

By MARGOT NORMAN and JOHN WEEKS

THOUSANDS of students trying to march on Parliament to protest at the Government's latest cuts in education aid brought traffic chaos to central London in last night's rush hour as they battled with police barring the way to Westminster.

At one stage three Thames bridges—Westminster, Waterloo and Lambeth—were blocked by sitting demonstrators.

An RAC spokesman said: "Traffic is at a standstill as far east as Tower Bridge. Most people have given up, they're just sitting there reading the paper."

More than 180 students were arrested for obstruction and assault on police.

Organisers said the protest had been non-violent. But one policeman said, demonstrators had used a new weapon—lumps of putty embedded with nails which they hurled at police. Other carried flaming torches, and meat skewers were also thrown.

The demo followed the formation of a parent-student alliance to protest against what the National Union of Students calls an attack on living standards. The Government is to abolish the minimum grant of £205 and introduce major changes in the parental scale of contributions next autumn.

Doors bolted

Chaos began in late afternoon as thousands of students tried to converge on the Commons from a rally on the South Bank.

Student leaders put the crowd at 30,000. Police said 8,000.

Police, including mounted officers, closed the bridges as part of the permanent ban on protests in the area of Parliament. An attempt by students to cross Westminster bridge was blocked, but several hundred got across Lambeth bridge and demonstrated in Whitehall and Downing Street.

Police barred and bolted many of the doors in the Palace of Westminster. The Education Secretary Sir Keith Joseph gave no hint of reconsideration in a Bristol speech last night.

He said most of the £38 million saved by the cuts would be used to support scientific education, decision or one we took thoughtlessly, but I believe we had our priorities right," he said.

Despite growing opposition by Tory MPs to the cuts, in response to a tide of protests by constituents, the Education Secretary Sir Keith Joseph gave no hint of reconsideration in a Bristol speech last night.

He said most of the £38 million saved by the cuts would be used to support scientific education, decision or one we took thoughtlessly, but I believe we had our priorities right," he said.

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Weather Maps—P31.

POLY NF DEMO PAIR JAILED FOR REST OF TERM

TWO North London Polytechnic students were jailed yesterday for 16 days by a High Court judge for continuing the outlawed campaign against the National Front activist PATRICK HARRINGTON.

STEVEN TASANE, a second-year philosophy student, and third-year student JOHN LETHAM were committed to prison until Dec. 14—the end of their term. Mr Justice DRAKE said: "I am left with absolutely no alternative."

MARS HOAX REPORT FOR DDP

Daily Telegraph Reporter

A REPORT is to be sent to the Director of Public Prosecutions in connection with the recent Mars bar poisoning scare. Scotland Yard said yesterday.

Ten days ago the Animal Liberation Front claimed they had injected rat poison into thousands of Mars bars, but two days later they admitted it was a hoax.

A spokesman for the group said yesterday: "I don't see how anyone can be prosecuted over this. The police will have great difficulty in catching anyone who was involved. I haven't heard of anyone being arrested and this report to the DDP is just a face-saving measure by Scotland Yard."

123 await trial

Throughout the country 123 animal rights activists are awaiting trial as a result of a recent spate of raids and attacks on various establishments.

Forty members of the Animal Liberation Front—a group which operates mainly at night and tries to inflict maximum financial loss and damage to so-called "animal abusers"—are involved in 10 court cases.

There are several other regional animal liberation leagues operating throughout the country, and they too have large numbers of members awaiting trial.

The South East Animal Liberation League has 21 members awaiting trial, the Eastern Liberation League 42 and the Northern League, 21.

Most of the charges involve conspiracy to cause criminal damage and burglary.

FIRM FINED FOR BOY'S ACCIDENT

An engineering company was fined £1,000 yesterday after Ilkington magistrates were told a 15-year-old boy on a Youth Training Scheme lost three fingers while working unsupervised on a guillotine.

Avec Engineering (Derby), of Peasehill Road, Ripley, admitted allowing a young person to work on a dangerous machine and failing to have a written safety policy. Mr Guy, 47, the foreman, was fined £500.

Colonel reopens claim to 289-year-old title

By ROBERT BEDLOW Estates Correspondent

A 91-YEAR-OLD retired British Army colonel yesterday began a further attempt to claim the title of a baronetcy from a French-born former American jockey who is reputed to have ridden for Al Capone.

EEC BUDGET CHALLENGE GO-AHEAD

WILLIAM SMEDLEY, 73, a retired chartered accountant, was given leave in the High Court in London yesterday to challenge the Government's decision to "rush through" payment of an additional £120 million to this year's EEC budget.

Mr Smedley, of Wenders Ambo, Saffron Walden, Essex, claims the Government should have followed the normal procedure of drafting a Bill which would be the subject of full Parliamentary debate.

Mr Justice Hoggson granted Mr Smedley leave to bring an action challenging the legality of the proposal by Mr Lawson, the Chancellor, merely to ask Parliament to approve the extra payment by a simple vote.

Proper authorisation

Mr Leo PRICE, Q.C. for Mr Smedley, said he was bringing the action as "a citizen, taxpayer and elector." He contrasted the public purse, as a taxpayer, and had an interest that the spending of money was properly authorised by Parliament.

Outside court, Mr Smedley said he was very much against EEC membership but that was not the point of his case.

"I am against this payment on a legal point," he said. By proposing to rush through approval the Government was acting unconstitutionally, he added.

Both students freely admitted joining picket lines aimed at barring Mr Harrington from his philosophy lectures.

In May he obtained a High Court order to prevent the picketing.

Letham told the judge: "What we say is that we don't want Harrington educated with us. Students generally have a right to free association away from the odious beliefs of this man Harrington."

"I am not prepared to give any undertaking to stop picketing now or in the future."

No innocent

Tasane maintained that Mr Harrington, 20, a third-year student, is not the innocent party he makes himself out to be. He alleged Mr Harrington failed his first-year examinations after skipping lectures, and had not even bothered to join the college library.

Tasane also claimed he had been threatened by Mr Harrington, who told him that if he failed in the legal fight he might have to resort to "nasty" methods.

The National Front is a brutal organisation and Harrington typifies its worst aspects," said Tasane.

Other Poly students who cheered their two colleagues were stunned into silence when they were jailed.

Time to reflect

The judge said Mr Harrington held political views "that are quite clearly odious to a large number of people of my generation who were prepared to fight against them."

Nevertheless, he has the right to attend lectures. While the court was perfectly entitled to sentence Letham and Tasane to a "substantial period" of imprisonment, he was willing to give them one more chance by only committing them for a short period to give them time for reflection.

Mr ALEX BUTTERFIELD, counsel for Mr Harrington, who was not in court, told the judge: "Because they feel strongly about the matter they feel they are entitled to be above the law, and unless some serious punishment is considered they will not be prepared to desist."

Outside the court a student spokesman said: "The fight will continue. We are in occupation of the college and we will continue to demonstrate until Harrington is out."

Action against three other men was dropped after they gave undertakings not to take part in further picketing. They are ROBIN BARNETT, a Camden Council employee, RUSSELL DAVEY, Middlesex poly student, and DAVID BUNZAK, unemployed.

Wife 'turned me into a murderer'

A FATHER accused of the murder of his three daughters told his wife in a letter: "You have turned me from a loving, devoted husband into a murderer."

Mr ANTHONY CRIPPS, Q.C. prosecuting, said at Oxford Crown Court yesterday.

Mr Cripps said that in the letter, the last that JOHN LAMBERT wrote to his wife, Susan, he told her: "I blame you for everything."

"I love you and always will. Try to forgive yourself for what you have done. You will have to live with it forever. So will I."

Earlier, Det. Sgt. COLIN GIBBONS told the jury: "Lambert told me 'It's all to do with my wife going with other men. I thought she was going to bingo and I used to give her money but I found she was seeing another bloke.'"

The detective said that Lambert added: "I found these letters about touching her private parts and running me over with a steam roller."

"I was in the house and it was going through my mind so I killed them."

"I left the bodies in the house but today I wrapped them in sheets and put them in the coal shed."

'Three bundles'

Lambert, 33, from Briar Way, Oxford, denies murdering six-year-old Tracey, four-year-old Hayley and three-year-old Rachel as they slept in April this year.

Sgt Gibbons then told the jury how he found the bodies of the three little girls in a coal shed.

"Against the outside wall of the shed I saw three bundles, like bodies, wrapped in sheets and stacked on top of each other."

"I opened the top sheet of one bundle and saw fair hair. I closed the cloth and felt the other bundles which seemed to be similar."

As he spoke the dead children's mother cried out and collapsed in the public gallery. She had to be helped away by friends and a policeman.

Another detective, Supt Ken DIXON, told the jury how Lambert described strangling the daughters with his wife's dressing gown cord after he had read the love letters from her boyfriend Stephen Forster.

He said Lambert told him "Rachel was first. They did not wake up. I went to Tracey and I had the cord in my hand. I kept thinking about the letters."

Det. Supt. DIXON said he asked Lambert "Why take it out on the kids? Why not take it out on your wife or Steve?"

He said Lambert replied "It was just those two letters where he said he would have the children. I did not want them taken off me. I loved those kids. I was devoted. I knew what I was doing but I could not lose them. I did not want anyone else to have them."

Det. Con. MICHAEL FORD said Lambert told him: "I suppose it was a bit selfish. I thought if I can't have the kids why should she?"

"She couldn't manage kids. I have got more patience. I was devoted to them, a devoted husband and father."

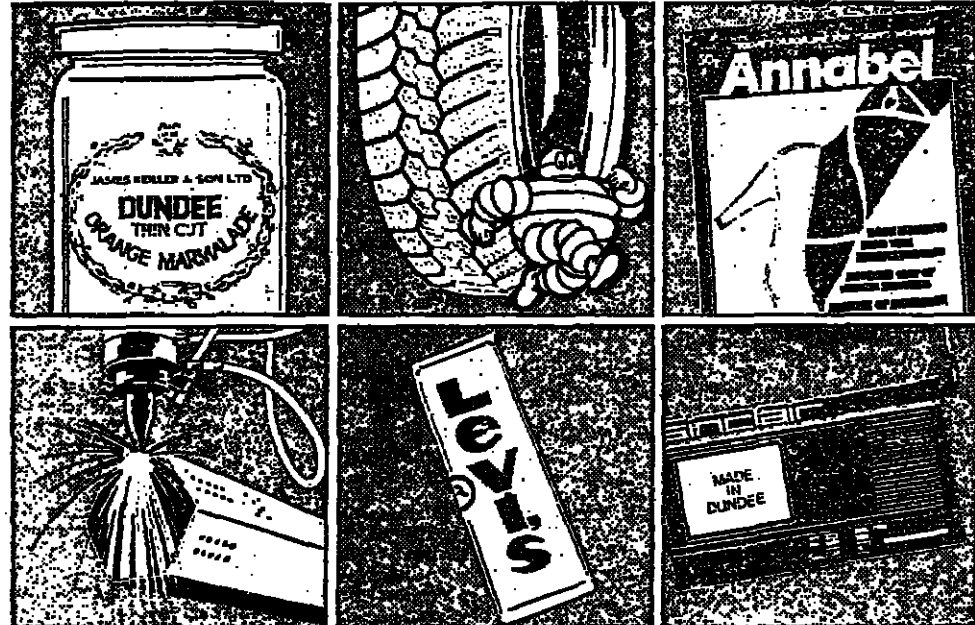
The case was adjourned until today.

Wife pregnant

Susan Lambert, whose husband, John, is accused of murdering their three children, is expecting another baby. She said yesterday that she had no plans to marry the father.

Mrs Christine Dart, 30, looking the picture of health at Papworth Hospital, near Cambridge, where she was visited by her two-year-old daughter Michelle yesterday—three weeks after receiving a new heart and lung in a transplant operation. "I'm feeling fine," said Mrs Dart after walking round the hospital grounds with Michelle. She is hoping to be back home at Lincoln for Christmas.

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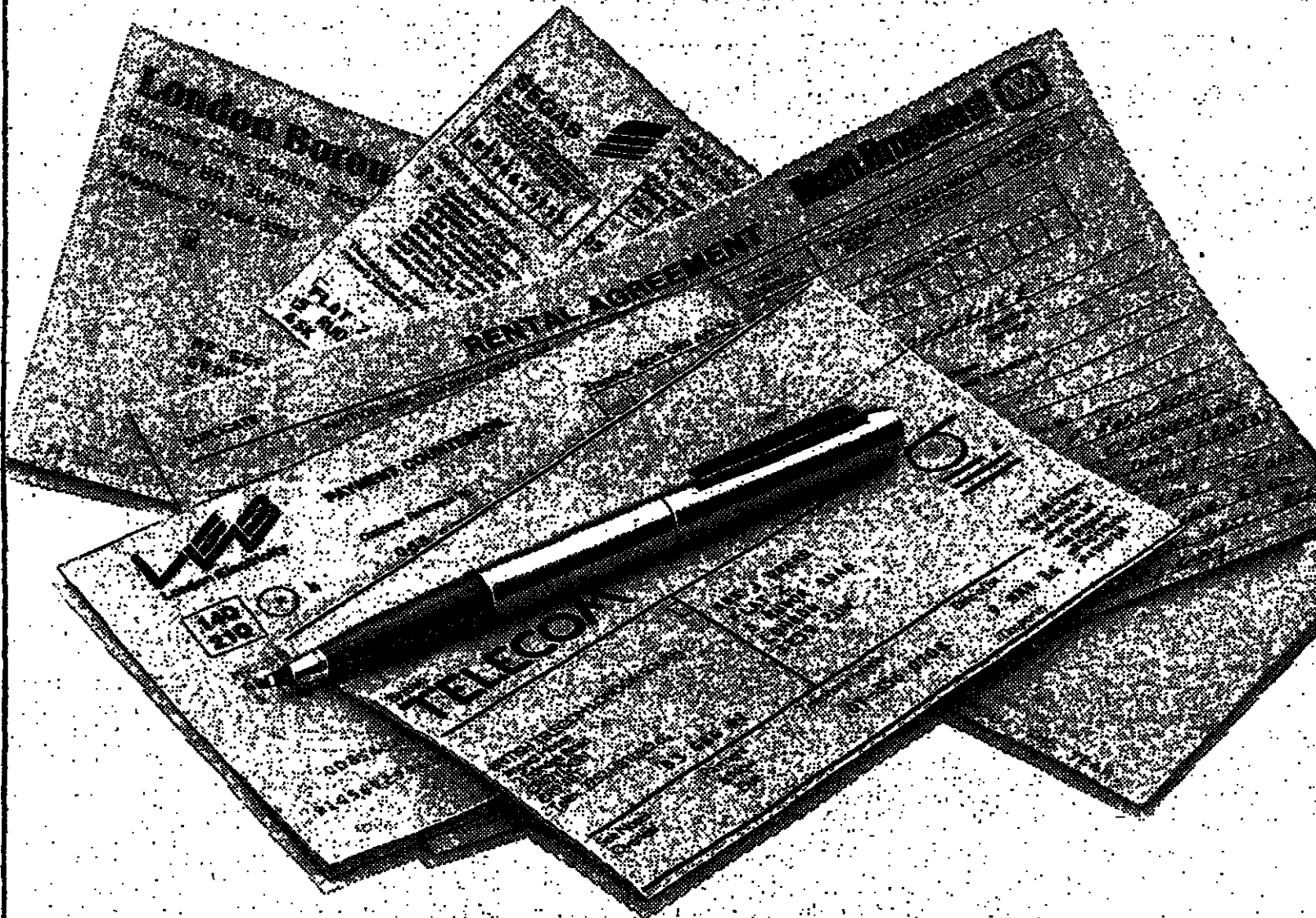


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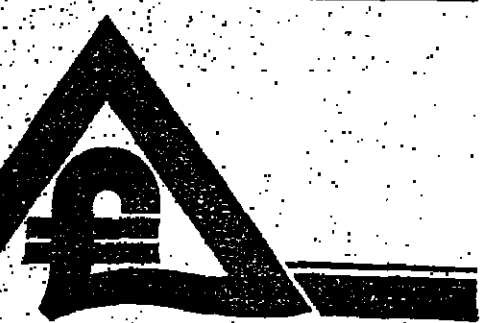
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FRENCH SUMMIT WITHOUT TEARS FOR THATCHER

By JAMES MACMANUS in Paris

FOR the first time in years, British and French leaders who meet for their annual summit at the Elysee Palace tonight do so free from acrimony over the EEC budget.

President Mitterrand's skillful diplomacy at Fontainebleau last May resolved the question of Britain's contributions to the Community budget and went a long way towards satisfying Whitehall over EEC expenditure on agriculture.

This has cleared the way for what both British and French officials in Paris view as a "cosy and workmanlike" meeting between the French leader and Mrs Thatcher.

Although there are no immediate clouds in the European sky, Mitterrand will certainly look to the British leader for support on the question of Spain's impending entry to the Community.

Paris takes a dim view of the enlargement of the EEC, especially since British membership will pose awkward problems for the French wine industry.

Concept of union

Characteristically, the French government likes to test the European commitment of its partners at such summits, and M. Mitterrand can be expected to raise the misty concept of European union to do so.

In fact Paris is no more keen on a tightly united Europe than London and it is unlikely that M. Mitterrand will get much more out of Mrs Thatcher than a polite expression of interest in greater political co-operation.

But the two leaders are said to get on well personally, and their summit will be more relaxed than has been the case for almost a decade.

M. Mitterrand is regarded as the most Anglophile occupant of the Elysee since the advent of the Fifth Republic in 1958. And he is said to have enjoyed his ceremonial visit to London last month very much.

The incident over the planting of a bomb in the grounds of the

Common Market countries failed again yesterday to agree on the terms to offer both Spain and Portugal for their entry into the Community.

Dr Garrett FitzGerald, the Irish Prime Minister, is to visit Rome, Paris and Bonn in the next few days to try to reach a solution.

Ireland, as the President of the EEC, wishes to see agreement at the Common Market summit next week, but the chances of this are not great.

The major problem is over wine. Neither France nor Italy wants to see the introduction of cheap Spanish table wine into the Community.

But there is serious dispute within the Ten over how excess production should be controlled.

Sugar cut-off

The Italians strongly oppose French ideas for cutting back production via quotas. At the same time the Germans are opposed to ideas that production is controlled through a cut-off of sugar distillation.

The dispute over wine production over-shadowed other major problems yesterday concerning Spanish and Portuguese entry into the Community.

There is a major problem over fisheries. Nine of the major EEC fishing countries — Britain, Denmark, France, Germany and Ireland — are willing to allow the easier Spanish fleet entry into EEC waters.

They are lacking a plan to postpone Spanish fishing entry into the Community for as much as 10 years after Spain officially joins the Community. A late agreement which EEC members attempted to reach

EEC may sue U.S. over steel curbs

By JOHN LICHFIELD in Brussels

THE Common Market is to consider retaliatory action against United States imports following a decision by Washington to ban all EEC export of steel pipes and tubes for the rest of this year.

Viscount Davignon, EEC Industry Commissioner, said yesterday he would ask member governments to launch legal proceedings against the United States Government through the General Agreement on Tariffs and Trade.

The Reagan Administration said on Tuesday it had rejected an EEC offer to limit its pipe and tube exports to 7.6 per cent of the United States market.

Washington said it would instead impose unilateral controls on the EEC trade, including a ban on all imports next month and a 5.9 per cent limit for next year.

Brussels anger

Undisguised anger in Brussels has been fuelled by the fact that the 7.6 per cent limit rejected by Washington was informally agreed in talks between Brussels and the United States Government earlier this month.

Viscount Davignon played down suggestions that this could start a new trans-Atlantic trade war. But he later told a European Parliament committee that the EEC would now do everything in its power "to rub the United States up the wrong way."

The Washington curb will mainly affect West German, Italian and French steel producers.

Viscount Davignon said the EEC would seek approval through GATT for Common Market restrictions on a range of United States exports equivalent in value to the threatened steel sales.

U.S. WARNING 'Less patience'

OUR WASHINGTON STAFF reports: The American trade representative, Mr Bill Brock, who announced the EEC steel curbs, also said that the Administration would have "a good deal less patience" with what it saw as unfair trade practices by foreign governments.

Mr Donald Trautlein, chairman of the American Iron and Steel Institute, said: "We agree completely with the decision."

'PLOT TO BLOW UP EMBASSY' FOILED

By Our Rome Correspondent

A public prosecutor has begun questioning seven Lebanese on charges of planning a "suicide" attack on the American Embassy in Rome. They were said to have previously behaved "impeccably" as students in Perugia.

"If we had not got on the track, it could have been a massacre," said a detective heading an international inquiry. Muslim fanatics are said to have sneaked into Italy with the aim of using a lorry filled with explosives to blow up the Embassy in the elegant Via Veneto in a manner reminiscent of the Beirut outrages.

The seven Lebanese are suspected of being members of the extremist "Jihad Islamica" organisation. Another arrest was made in Zurich as inquiries widened.

KENNEDY ATTACK ON U.S. POLICY

By Our New York Staff

Senator Edward Kennedy assailed the Reagan administration's policies on South Africa in a speech at the African-American Institute's 30th anniversary dinner in New York.

He said that since President Reagan began his first term the government had adopted a stance of "constructive engagement" with South Africa. "In the eyes of most black Africa," he has made America a collaborator in oppression," he added.

PERU 'EMERGENCY'

A nationwide state of emergency was declared in Peru yesterday and civil rights were suspended in an effort to control or stop a 24-hour general strike against austerity measures and human rights abuses. — Reuters, UPI.

CHOLERA KILLS 40

Cholera has killed 40 people in North-western Tanzania since the first outbreak last week. The outbreak was reported by DAILY NEWS reported yesterday. Between Tuesday and Saturday last week 46 new cases were reported. — AP.

STOUT DECISION

Austria's smallest brewery, Brauhaus Nussdorf, intends to produce a dark beer dubbed Sir Henry's English Stout. The brewery opened eight weeks ago in a former wine cellar in a Vienna suburb. — Reuters.



David Gower (right), England captain, and Mike Gatting, vice-captain, wearing black arm bands with other members of the team as a mark of respect for Mr Percy Norris, the assassinated British Deputy High Commissioner in Bombay, as they waited to bat in the first Test against India yesterday. Mr Norris entertained the team at his home the night before he was shot while being driven to his office. Michael Carey—P33.

No post open 'worthy of Mrs Kirkpatrick'

By RICHARD BEESTON in Washington

PRESIDENT REAGAN says that when he meets his retiring Ambassador to the United Nations, Mrs Jeane Kirkpatrick, in the White House this week, he will have no new post to offer in his Administration "worthy of her."

Mrs Kirkpatrick says she is determined to resign when the current United Nations General Assembly ends.

She made it clear the only job she would take as Secretary of State, Secretary of Defence, director of the CIA, or the President's National Adviser.

'Burns people out'

Despite strong pressure from the Right-wing of the Republican party to keep the hard-hitting Mrs Kirkpatrick in Government, Mr Reagan has asked all the four incumbents to stay on in the second term.

The President, in an interview published yesterday in the WASHINGTON TIMES, said he had urged Mrs Kirkpatrick to stay on at the United Nations because he valued her abilities and her great intelligence.

"It would take the President's support for the push it needs to get through Congress," said Mr Robert Michel, the House Republican leader, after a briefing from Mr Donald Reagan, Treasury Secretary.

'Trial balloon'

"If this is just Don Regan's tax plan, it's the biggest trial balloon since the Hindenburg," said Mr James Jones, the house budget committee chairman.

After the plan was unveiled on Tuesday, Mr Reagan said he was not prepared to tell anyone his views "because no decisions have been made."

The plan would replace the present 14 individual income tax brackets with only three: 15 per cent on taxable income up to \$19,300 (£16,140); 25 per cent on income from there to \$38,100 (£31,850); and 35 per cent on all remaining.

The proposal would increase the personal exemption for each taxpayer and dependent from the present \$1,000 (£836) to \$2,000 (£1,672). The point below which no income taxes are paid would be raised from the present \$8,070 (£6,748) to \$11,800 (£9,867), thus cutting the taxes of the poor.

\$38bn revenue cost

While lowering tax rates generally, the plan would eliminate the ability of Federal tax payers to declare their state and local taxes as deduction on their Federal income tax returns.

These deductions at present cost the Federal government \$38 billion (almost £32 million) in taxes.

Most American taxpayers pay state and local taxes as well as the larger Federal tax. These taxes average about six per cent of income for a four-member family with an income of \$25,000 (£20,905).

Half a dozen states impose no state income tax. State and local taxes are usually highest in the big cities.

SAFE ESCAPE

By Our Staff Correspondent in Bonn

An East German married couple escaped unhurt on Tuesday night over elaborate border fortifications to the West German state of Lower Saxony. West German frontier authorities in Hanover reported yesterday.

Jogger clue to envoy's killers

By DAVID GRAVES in Bombay

INDIAN police hunting the killers of Mr Percy Norris, Britain's Deputy High Commissioner in Bombay, narrowed their hunt last night to two men of Middle Eastern appearance.

They acted after receiving fresh information from a jogger who was running past the ambush scene and told detectives that the gunmen were either Arabs or Iranian.

Earlier an extremist Moslem group, the Revolutionary Organisation of Socialist Muslims, claimed responsibility for the killing in telephone calls to news agencies in London and Paris.

A spokesman at the British Deputy High Commission in Bombay said: "The police have told us that they are looking for two men and, obviously, their description seems to tally with the group which has claimed responsibility."

Track snits

Mr Norris, 56, a father of two, was shot dead as he was being driven to his office in Bombay on Tuesday morning.

The jogger, described by police as their most reliable witness, and whose identity they kept secret, told detectives that both assassins wore faded dark blue track suits with white piping. They were both said to be well-built, with neatly combed dark hair, and aged around 27 or 28.

Their description was circulated to all airports and ports in India, in case they attempted to leave the country. Roadblocks were set up on all roads out of Bombay and police raided at least 40 hotels in the south of the city, where they could have been hiding out.

Mr R. V. Dhond, Bombay's Assistant Commissioner of Police, said urgent inquiries had been started to discover what links, if any, the Revolutionary Organisation of Socialist Muslims had in India's second-largest city.

British jail

The little-known extremist Moslem group apparently wants the release of a number of men jailed in Britain for trying to kidnap Mr Aronov, Israeli Ambassador in London in 1982. It has also claimed to have killed a British Council official in Athens earlier this year.

Armed police were on duty yesterday outside the Deputy High Commission on the second floor of an office block above a bank, and most of the staff wore black ties.

A condolence book for visitors was opened, and the first person to sign it was Mr Vasantrao Patil, Chief Minister of Maharashtra.

The touring English cricket team — which had attended a reception in Bombay hosted by Mr Norris only 12 hours before he was murdered — began the first Test against India at the Wankhede Stadium in the city yesterday.

It was decided to continue with the match despite the assassination and the possible emotional after-effects among the players, who had enjoyed the diplomat's company so soon before his death.

Both sides wore black armbands, the Indians in memory of Mrs Gandhi's assassination, and the crowd and teams stood in silence for two minutes before the match began.

U.S. Congress team joins calls for more Ethiopia aid

By R. BARRY O'BRIEN in Addis Ababa

THE United States Congressional Committee added its voice in Addis Ababa yesterday to calls for increased famine aid for Ethiopia and spoke of better relations between Washington and Ethiopia's Marxist military regime.

"The message we are taking back to the United States is that the people of Ethiopia need a lot more help," said Mr Mickey Leland, chairman of the Congress Select Committee on Hunger.

Mr Leland, Democratic representative for Houston, Texas, said his committee would also take home the message that the Government of Ethiopia was "willing and very much delighted to work with us as a country."

"The Ethiopian leader, Lt-Col Mengistu, wants to develop much better relations between our countries in order that not only we solve the problems in the short term, but also that we look forward to a strong working relationship in the future," Mr Leland said.

Eight members of the committee, led by Mr Leland, returned to the United States yesterday after a four-day visit to Ethiopia during which they had a 30-minute meeting with Col Mengistu and saw the plight of famine victims in the drought-stricken provinces in north Ethiopia.

Warehouses emptied

They also went to the Red Sea port of Assab, Ethiopia's main entry point for famine relief food shipments, where a speed-up in the handling of grain cargoes has emptied port warehouses of emergency food stocks.

Mr Leland said the meeting with Col Mengistu had raised hopes that the Ethiopian Government would soon resolve the question of compensation for owners of \$30 million worth of American property in Ethiopia, nationalised after the 1974 revolution.

The issue has to be resolved to make Ethiopia eligible under American law for long-term development aid.

Shipment diverted

Mr Leland said the committee had alerted President Reagan in a cable from Addis Ababa of "a very urgent and

very emergency situation" about a gap in food shipments next month.

In response to their cable, an American shipment of 10,000 tons of grain, on its way to India, had been diverted to Ethiopia and should arrive there in two to three weeks — just in time to provide at least a survival level of food for the people who are suffering so tremendously.

Mr James Grant, executive director of the United Nations Children's Fund, who also left Addis Ababa yesterday after a two-day visit to Soviet areas, said a million small children up to the age of four were seriously at risk in Ethiopia and 360,000 would die in the next 12 months.

The survivors would form a generation stunted both physically and mentally as a result of the tragedy, they had gone through.

"Probably at least 500,000 children will bear a significant permanent impairment through life and this is a heavy burden for a country to bear," he said.

UNEQUAL EFFORTS

Praise for R.A.F.

OUR DIPLOMATIC STAFF writes: Mr Timothy Raison, Minister for Overseas Development, who returned from Ethiopia on Tuesday, said yesterday there were signs of improvement in food distribution, but not everyone involved was making equal efforts to help.

While R.A.F. planes were flying three sorties a day to ferry grain to outlying areas of the country, Aeroflot planes of the Soviet airline appeared in food distribution, but not everyone involved was making equal efforts to help.

Mr Raison said the Soviet planes appeared to be concentrating on helping in the controversial resettlement programme by flying people from the politically troubled north to southern Ethiopia.

He said local organisers appeared impressed by the willingness and efficiency of the R.A.F. crews. "Our contribution is quite an impressive one. We have very much taken the lead recently and the Ethiopians are absolutely astounded by the extent of the popular response in Britain."

Czech who 'spied on CIA' held in U.S.

By IAN BALL in New York

A BIZARRE spy case involving a Czech who allegedly was trained by his country's intelligence service to infiltrate the CIA after he had arrived in the United States posing as an anti-Communist refugee, was unfolding in New York yesterday.

Karl Koecher, 50, was arrested with his Czech-born wife, Hanna, as they were preparing to fly to Zurich. They had been living in a Manhattan apartment for \$218,000.

Koecher was charged with feeding CIA secrets to his spy masters in Prague. His wife, who allegedly acted as a courier, was not charged but is being held as a material witness.

The FBI said that Koecher had been trained by Czech intelligence from 1963 to 1965. He was sent to the United States as a "sleeper" agent, spy under instructions to lie low until the moment came for him to be "activated."

Security clearance

In 1973, according to the FBI, he followed instructions successfully, penetrating the CIA by gaining employment around February, 1973. He held a security clearance and had access to classified national security information.

"He passed to the Czech intelligence service classified material, information and CIA personnel identifications," the FBI said.

Koecher had become a naturalised American citizen before obtaining his CIA job. Federal officials declined yesterday to say how an immigrant from East Europe obtained the kind of clearance that gave him access to sensitive materials, including the names of CIA agents abroad.

But they pointed out that

over the years, thousands of East Europeans had been hired for contract work by the CIA and other American intelligence agencies.

Koecher is the third CIA employee charged with spying for the Soviet bloc in recent years, but is the only foreign agent to be charged as a result of having penetrated the agency. He faces espionage charges that could carry a life sentence.

The FBI has alleged that Koecher used copying machines inside the CIA to reproduce secret documents and then smuggled the copies out of the building inside cigarette packets.

The secrets were then transferred to an agent from Czech intelligence through what is called in the jargon of espionage as a "brush contact," a seemingly casual encounter in a public place.

Luxury flats

Koecher and his wife were arrested at a 32-storey luxury block of flats on Manhattan's East Side, where their neighbours included Ivan Lendl, the Czech tennis star, comedian Mel Brooks and his wife the actress Anne Bancroft, Tommy Tune, the dancer, and Twiggy.

He made no secret of his past links with the world of espionage, describing himself as "consultant on national security matters and international technology transfers. Intelligence Analyst with U.S. government."

KAMPALA BLAST

Security was tightened around Uganda's capital, Kampala, yesterday after explosion in the city's shopping centre the previous day. The fourth blast in a week. Troops and secret service men patrolled the almost deserted streets after ordering shops to shut. — AP.

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RELUCTANT ARAFAT STAYS ON AS LEADER

By JOHN BULLOCK in Amman

IN a scene reminiscent of the ritual of dragging the Speaker to the chair of the House of Commons, Yasser Arafat was persuaded yesterday to continue as leader of the Palestine Liberation Organisation.

In a protracted and closed night-time session of the Palestine National Council in Amman, Arafat spoke of criticism of his leadership.

At each session of the Council, he said, he and his advisers had to face the "parliament in exile" formally tendered their resignations. This time he meant it.

Criticism of his visit to President Mubarak of Egypt when he and the rump of his army were expelled from northern Lebanon had hurt him most, he said. He was also affected by the actions of Palestinian factions in Damascus which had turned against him.

Seven hours after the protracted night-time meeting, the agenda at the full Palestine National Council meeting was abandoned as the Speaker and his Deputy used the rostrum to appeal to Arafat to withdraw his resignation.

Half-lifted, half-pushed

Arafat, who became chairman of the PLO in a series of acrobatic manoeuvres 20 years ago, sat silent in the third row back. And then from the balcony came a group of elderly men in traditional Arab garb.

Many of them had fled from the West Bank 30 years ago. A few had been deported by the Israelis more recently.

All had one objective: to keep their hero Arafat at his leader. They half-lifted, half-pushed the unresisting PLO chairman from his seat in the audience to the platform. His security men were apparently powerless to withstand this gentle onslaught.

Arafat, pistol at his belt, and wearing a black-and-white checkered headscarf that concealed the baldness betraying his years on the long revolutionary march, went reluctantly to the Speaker's lectern.

Then, flanked by Sheikh Abdel Hamid al Saeb, the newly elected Speaker and by other officials, he launched into the expected impromptu speech.

He recalled the bombs and guns of the Israelis in Lebanon. Now, he said, people were letting off bombs in Amman — one exploded during the night outside a PLO office, and a second during yesterday morning.

A bomber waits...

Worse, a Libyan Sukhoi plane loaded with bombs was standing by at the eastern Lebanese airfield of Rayek — in Syrian-controlled territory — ready to strafe the conference hall itself. Only constant patrols by the Jordanian Air Force had foiled it.

But it was not the machinations of his enemies which had induced Arafat to submit his resignation. Rather it was the strictures of his friends and colleagues.



Yasser Arafat in Amman yesterday.

"I felt that perhaps I was impeding the march of the Palestinian revolution," he said. "I wanted to submit my resignation on the first day of this meeting, but was persuaded not to do so while King Hussein was here."

"Then, when there were free exchanges back and forth during the political committee, I did put in my resignation. But you, the members of the Palestine National Council who represent the legitimacy of the Palestinian people, you are the ones who can decide: you can say Abu Ammar go, or Abu Ammar stay."

Less than a tragedy

Not slow on a cue, the assembled delegates picked up the chant of "Abu Ammar stay" as Palestinian women in traditional dress intoned from the wings, a Greek chorus at something less than a tragedy.

A standing ovation, more kisses than in 10 episodes of a soap opera, and the crisis was over. "I have no house. I am a soldier of the revolution," Arafat said. "I am the last to disobey orders."

With a final flourish about having his ashes buried in Jerusalem, whose church spires and minarets he saw in a vision during the darkest days in Lebanon, Arafat, it appeared, had responded to the popular demand for his continued presence at the head of the movement.

Later, the executive committee was re-elected with Arafat at its head but with minor changes consequent upon the defection of small Palestinian groups under Syrian influence. More importantly, relations with Jordan were left to this new committee to arrange. In effect, that gave Arafat and his colleagues the go-ahead to discuss with the Jordan Government King Hussein's call for a united Jordanian-Palestinian initiative.

New Zealand wants more flights

By Air Cdre G. S. COOPER
Air Correspondent
in Auckland

NEW ZEALAND is pressing Britain to approve more flights between London and Auckland next year, but Air New Zealand's expansion plans are facing resistance from British Airways and the Transport Department in London.

Mr Norman Geary, Air New Zealand's Chief Executive, said in Auckland yesterday he was confident that Britain's objections to his government-backed application to run three flights a week to Heathrow Airport instead of two would be overcome.

The airline, he said, had developed the Auckland-Los Angeles-Gatwick service with considerable success in competition with the British Airways twice-weekly flights on the eastern route via Australia.

He did not share the doubts about attracting more passengers. Traffic forecasts justified more flights.

More visitors

Last year 40,000 Britons visited New Zealand, of whom 21,000 came to see relatives or friends. The annual growth rate in British visitors is steady at 4 per cent.

The main growth in traffic is coming from North America and Japan.

In the year to August, 542,146 people visited New Zealand, which has a population of only 3,300,000. A million visitors a year by 1990 is considered an achievable target by the country's tourist industry.

Mirage challenge may cost Britain £1bn Tornado deal

By JAMES MACMANN in Paris

POWERFUL French competition may cost Britain a £1 billion contract to supply advanced aircraft to the Saudi Arabian Air Force.

"The odds are 50-50," a well-placed military source said yesterday in Paris.

The Saudi Arabian government is due to make a decision early in the New Year on a contract for about 60 Tornado fighters, made jointly by Britain, West Germany and Italy, and the all-British Hawk trainer.

Initially Riyadh had favoured the Tornado-Hawk package, but now the Saudis are reported to be wavering under high-pressure salesmanship from the French Defence Ministry to buy the Mirage 2000.

In a number of tests the Mirage 2000 has proved no match for the Tornado with its advanced avionics and variable geometry wings which enable it to fly blind at very low levels, and in all weathers.

Swing deal

The much lighter Mirage carries less on-board avionics and lacks the capacity to penetrate hostile airspace in all weathers.

In addition the Dassault-built fighter has suffered a number of problems with its French-built radar system which have yet to be ironed out.

Despite these problems the

late French intervention in the Saudi Air Force spree may yet swing the deal away from Britain and her European partners.

This would effectively finish the lucrative Saudi arms purchases and end related deals to other Arab countries.

If Saudi Arabia does opt for the Tornado, Riyadh has pledged to underwrite the sale of a squadron of the aircraft to Jordan, as well as ground-based air defence equipment such as Blowpipe or Javelin missiles.

String of contracts

The strength of the French challenge is based on the string of recent defence contracts that Paris has managed to place in Riyadh. These include a £1.5 billion deal to supply the Saudi Arabian Navy with a fleet of coastal defence vessels and warships signed in 1980.

Previous French contracts covered the Saudi Arabian Army's entire armoured vehicle needs, including the sale of 1,000 A-MX 30 tanks, as well as helicopters.

Military sources in Paris say the reason for these successes lies in the tight control the French Defence Ministry exercises over all defence industries, and the single-minded direction it gives to the sale of armaments abroad.

AUSTRALIA LIBERALS RECOVER

By DENIS WARNER
in Melbourne

WHILE the public opinion polls taken last week-end continue to show a swing to Labour other indicators point to a significant recovery by the Liberals since the television debate on Monday night between the Prime Minister, Mr Hawke, and the leader of the Opposition, Mr Peacock.

The consensus is that Mr Peacock had a clear win in the debate, and yesterday an enthusiastic lunchtime crowd of about 1,000 turned out to hear him in the marginal seat of Barton in Sydney's southern suburbs.

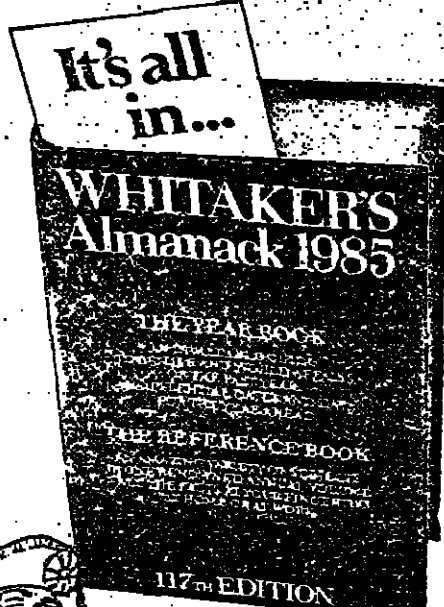
It was the biggest crowd Mr Peacock has drawn since the opening of the campaign. His speech was punctuated with applause as he sought to capitalise on the result of Monday's television debate.

No less encouraging for Mr Peacock were the results of the Liberal's polls which suggest a marked improvement in its prospects in several marginal seats.

Mr Hawke has been on the defensive since the debate. No one suggests that Mr Hawke is about to lose the election, but the gap has begun to narrow in a way that did not seem remotely possible a week ago.

10 STRIKE DEATHS

At least 10 people were killed in a spate of shootings and bombings after bus drivers went on strike in the southern Philippine city of Davao, local police said yesterday. The strike was in protest against government economic policies.—Reuter.



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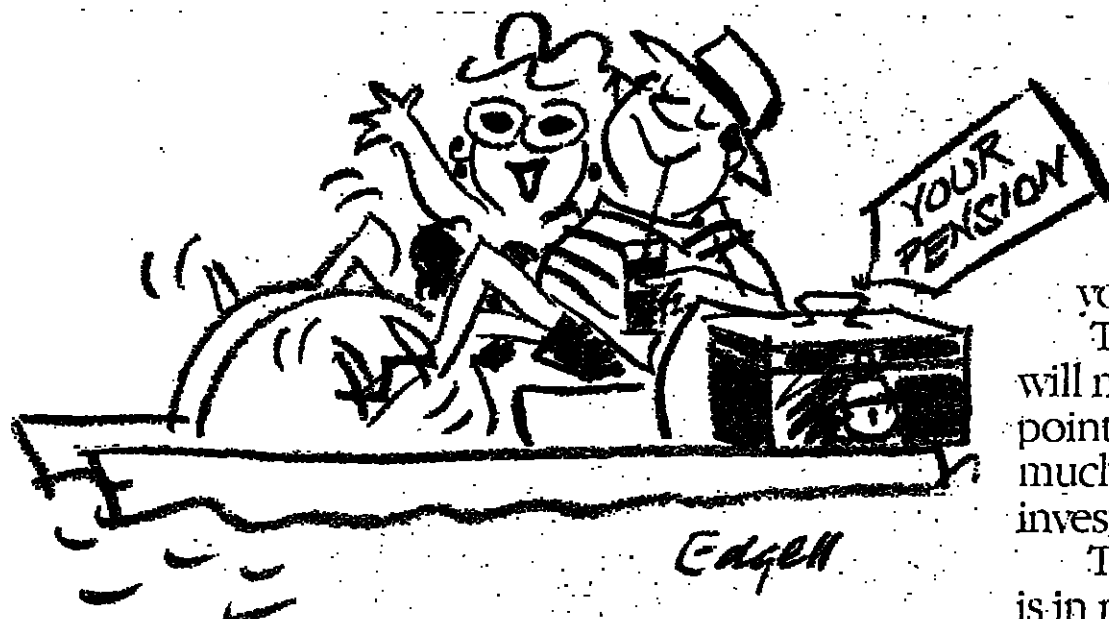
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contributions to an occupational scheme are usually quite a bit more than yours, this is quite a drawback.

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France & Syria show signs of harmony

By MICHAEL FIELD in Damascus

PRESIDENT ASSAD yesterday denied that Syria had anything to do with the murder of the French Ambassador to Lebanon in 1981 and the terrorist killing of 58 French soldiers in Beirut last year.

SYRIA SEEKS NEW ARMS SUPPLIERS

By MICHAEL FIELD
in Damascus

SYRIA, Russia's leading client State in the Middle East, is seeking to diversify the sources of the weapons it needs for its expanding military establishment.

The Syrian Armed Forces are at present almost totally equipped with Russian arms, aircraft and other hardware. There are 5,000 Russian advisers in the country, according to Western sources.

Recently, however, the Syrian authorities have approached a number of Western countries, including Britain, with a long shopping list.

Britain has reportedly treated the Syrian move with caution, not because it believes Syria to be a Soviet satellite, but for a number of other reasons.

Among the weapons valued at many millions of pounds are the sort which could do real damage to neighbouring countries and would be lethal in the hands of terrorists.

Despite President Assad's denial yesterday that Syria is involved in terrorism, this depends on the definition of the word. Damascus is a base for a number of extremist Islamic groups, including Shi'ite Moslems.

Though the acts of these "national resistors" as Assad calls them, are committed outside Syrian territory and are well "cut off" from any provable Syrian connection, the able Syrian remains there is a suspicion remains: there is a Syrian involvement.

Deep divergence

But neither did their deep divergence on most problems including the Lebanon, Israel and the Iraq-Iran war, in which Syria and France support opposing sides.

President Assad accepted that France had special ties with Lebanon and acknowledged that despite their closeness, Syria and Lebanon were independent states.

He called again for the evacuation of Israeli troops, the removal of the Israeli-created South Lebanon Army and said that since the Lebanese Army itself was not yet strong enough, the southern border area should be policed by the United Nations force.

Both leaders sidestepped their disagreements over the Palestine Liberation Organisation. France has supported Yasser Arafat while Syria, host to a rival extremist faction, last year expelled him.

It all depends — on a number of things, including how much you're prepared to contribute towards your pension.

So what, broadly speaking, is the Government proposing?

The main proposals

You will no longer be compelled to belong to your employer's pension scheme. Instead, you'll be able to take out your own pension scheme and move it with you from job to job. What has become known as a 'portable' pension which is personal to you.

Of course, you may decide to leave things as they are and stay inside your employer's scheme. And, to be frank, we think most people are going to, because a good occupational scheme will still be the best solution for the majority of employees.

And some drawbacks

If, nevertheless, you opt for a 'portable' pension, your employer won't have to go on contributing directly towards it. Since his

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Your pension. Let's get it right.

GILMOUR ATTACKS GOVERNMENT FOR JOBS 'DRIFT'

By JAMES WIGHTMAN Political Correspondent

TWO Conservative former Cabinet Ministers, Sir Ian Gilmour and Mr David Howell, yesterday called on the Government to take new action to curb unemployment.

Sir Ian advocated some controlled reflation, and Mr Howell suggested that Britain should enter the European Monetary System.

Sir Ian, who has been a persistent critic of the Government since he was dismissed as Deputy Foreign Secretary by Mrs Thatcher in 1981, said: "Economically the Government is drifting, and no amount of confident assertions that the economy is on course can conceal that fact."

He told a meeting of the commercial and economic committee of the Engineering Employers' Federation: "A belief in markets is not enough. A National and international strategy of cautious expansion is needed."

Sir Ian, M.P. for Chesham and Amersham, also said: "The fundamental reason why unemployment has gone on rising inexorably during the last few years is that the Government has given unemployment far too low a priority."

His speech contained similarities to one from Mr Walker, Energy Secretary and the Cabinets surviving "wet" last week, and one which Mr Heath is to make to the Peel Society at Tamworth tomorrow.

Sir Ian said that, despite the

Government's claims, the economy was not going well. Non-oil trade had deteriorated by some £11 billion between 1981 and 1984.

Mr Howell, M.P. for Guildford, who was addressing West German industrialists and investment managers in Frankfurt, said that salvation was not to be found in a major public spending boost, whether conferred or undertaken by each European country individually. But he added that "a modest fiscal stimulus might be desirable now that the American recovery is easing."

EMS call

Mr Howell, a former Energy Secretary, also said that the crumbling of the miners' strike would provide a major boost to investment confidence, which would help unemployment.

On his suggestion that Britain should join the European Monetary system, he said: "The time is now ripe to do so."

"Sterling would come in at an attractively competitive rate vis-à-vis the Deutsche mark and the European currency and trade bloc would be healthily strengthened."

Re-think over televising of Commons

By VALERIE ELLIOTT Political Staff

MINISTERS and M.P.s are looking again at the prospect of televising proceedings in the Commons, following the decision by the Lords to allow a six-month experiment with television cameras in the chamber.

There is a cautious optimism now that after closely studying the six-month experiment in the Lords, M.P.s to might now agree for a similar trial period. M.P.s are however not going to be press-ganged into something just because peers have voted in favour.

Question of funds

However, what many M.P.s appear to have discounted is the extent to which public reaction could sway the Commons in favour of televising. If selected clippings of Lords debates prove popular, there will be considerable pressure from viewers to watch their own M.P.s.

A major problem which could arise, however, is if the Lords decide they are in favour of permanent broadcasts from the Chamber, but television companies decide they cannot afford to fund it.

Any Government funding would have to be sanctioned by M.P.s, who are certain to be reluctant to pay for equipment for the one House.

M.P.s last voted on the issue in November 1983, on a Bill put forward by Mr Austin Mitchell, Labour M.P. for Great Grimsby. The move was backed by 164 votes to 139, but stood no chance of getting further through the House.

Editorial comment—P18

LABOUR PARTY 'GULLIBLE'

By Our Political Correspondent

DR OWEN, S.D.P. leader, yesterday accused Mr Kinnoch and Labour colleagues of "swallowing hook, line and sinker the propaganda line" of President Chernomko about nuclear disarmament during their visit to Russia.

Addressing American correspondents in London, he said: "There is nothing new in what President Chernomko said. The only thing that is new is the gullibility of the Labour Party and the pathetic response of British opinion makers that absorbs this latest twist in Labour's retreat from the proper defence of Britain with an air of resignation."

Dr Owen, who as Labour Foreign Secretary visited Russia for talks in 1978, said: "The gullible who want to believe that unilateralism is a respectable policy and will search for any excuse to justify it, heave a sigh of relief."

Facts ignored

"But what is sad is the absence of any sense of anger or shame that the delegation should be allowed to get away with advocating two contradictory postures. The Labour Party bend over backwards to constantly reiterate their commitment to Nato."

"Verbal support for Nato has become the fig leaf to cover up the nakedness of unilateralism. They ignore the fact that Nato is a collective organisation in which obligations and responsibilities are accepted by all member states."



The Vauxhall Astra GTE hatchback

Astra Car of Year

By JOHN LANGLEY Motoring Correspondent

GENERAL MOTORS has won the Car of the Year award for the first time with its new Opel Kadett small car range, which is assembled and sold in Britain as the Vauxhall Astra.

An international jury of 55 leading motoring writers from 16 European countries gave the Kadett/Astra a clear lead with 326 points against 261 for the runner up, the Renault 25. The Lancia Thema came third with 191 points while the Honda Civic (range in fourth place with 178 points) achieved the highest ranking so far by a Japanese car.

sales boost

The new Spanish Seat Ibiza hatchback, with a Porsche designed engine, was close behind with 172 points. Britain's only other eligible model, the Austin Montego came sixth with 67 points.

GM cars have been second twice before—with the original Astra and the Cavalier. Their success in taking the title for 1985 with the Astra range will give an added boost

to their sales drive in Britain as well as on the Continent.

Vauxhall Motors has invested £65 million to double output of the range at its Ellesmere Port factory on Merseyside. The Astra's sleek, curvaceous styling is claimed to be the most aerodynamically efficient in its class, benefiting performance and fuel economy. Engines range from 112 to 138 bhp.

The fastest car in the range is the 126 mph Astra GTE coupé. There are also three and five door hatchbacks, with the option of a 1.6 litre diesel engine.

Cars are judged on their general design, comfort, safety, economy, handling and price, with value for money being a major factor. The contest is organised annually by six major European publications, including The Telegraph Sunday Magazine.

'PRINCE' FINED £30

An unemployed street theatre actor, who gave his name as Prince Anderson, when questioned by police outside the Stock Exchange during a "Stop the City" demonstration in March, was fined £30 by Guildhall magistrates yesterday. Henry Stoddard, 45, of Crickle Road, Swindon, admitted obstructing the highway.

£300m aid cut to regions 'will not boost dole queue'

By PETER PRYKE Parliamentary Correspondent

ANGRY claims by Labour M.P.s that changes in regional policy, which will result in a £300 million cut in aid, would lead to higher unemployment were denied by Mr Norman Lamont, Minister of State for Industry, in the Commons yesterday.

Many Conservative M.P.s which Mr Lamont said would be high enough to ensure that grants were an effective incentive to investment. Arguing that regional policy should be tied more closely to jobs, he said that capital grant would be subject to a cost-per-job limit.

"Too much money has been spent in support of capital intensive projects that create few jobs and do little for the economies of the regions. The cost-per-job limit will be £10,000."

However, we wish to minimise the burdens placed on small firms and this limit will not normally be applied to firms employing less than 200.

In future, firms would be able to receive a capital grant alternative to capital grant. A job grant would be set at a level of £5,000 for each new job created.

"Firms will not have to choose between job grant and capital grant. We will automatically receive whichever is greater."

"After the working through of the transitional provisions, we expect the new regional policy to cost nearly £500 million per year, less than if present policy were to be continued."

Expenditure burden

"This will be a considerable lightening of the public expenditure burden of the policy. Even so, we will still be spending nearly £400 million on regional policy in 1987/88 to improve job prospects in the worst-hit areas."

Mr Lamont said the most important feature of the policy was that money would now be spent in the areas with the worst problems.

Mr Smith said the limit of £10,000 a job on capital grant, and the miserly £5,000 limit on job creation was totally unrealistic when it cost the Government £6,000 a year for every unemployed person.

This demonstrated that the so-called emphasis on job-orientated assistance was completely bogus.

"How long are people in the regions to be condemned to high unemployment and low wages? Jobs because of the Government's obsessive determination to slash public expenditure to levels which will ruin this country," he asked.

Mr Lamont replied that it was not the end of effective regional policy but the beginning of job-related effective regional policy.

Some Conservatives joined Labour M.P.s in complaining that areas of high unemployment had been excluded from aid by linking them with less badly hit surrounding areas. Mr Lamont replied that 55 per cent of Britain was still covered by assistance area status.

NUT pulls out of talks on pay reform package

By MARGOT NORMAN Education Staff

THE National Union of Teachers is to pull out of joint talks on a package of reforms for teachers' pay and conditions.

The teachers' unions are to meet today for pre-arranged discussions on a response to the package put forward by the employers two weeks ago, but the NUT made clear yesterday that it will make no difference what the other unions think.

The NUT intends to use its one-vote majority on the teachers' panel to kill off the negotiations.

Attributing the decision to end three years of talks to a "gap of fundamental philosophy," Mr Doug McAvoy, NUT deputy general secretary, said: "We put this to the other unions hoping they will take the same view, but if not the NUT will use its majority to end the structure working party."

The employers' package, which would have brought a £1,500 rise for teachers with three years' experience, was regarded by the three other teacher unions and the two head teachers' associations as being unacceptable as it stood but with room for negotiation when both sides meet again on Dec 5.

Mr McAvoy said yesterday that the main sticking points for his members in the arrangements for an annual appraisal of teachers and the concept of a detailed contract specifying teachers' duties.

The appraisal system would give head teachers alone the power to grant or withhold a teacher's pay increment, he said, and that was unacceptable.

Mr Fred Smith, general secretary of the National Association of Schoolmasters/Union of Women Teachers, said: "To kill the package at this stage is premature. It would be an error for the teachers to refuse even to contemplate a package which has advantages for teachers and benefits for the education service."

Special article — P18

CARPHONES

DIRECT-DIAL OR CELLULAR?

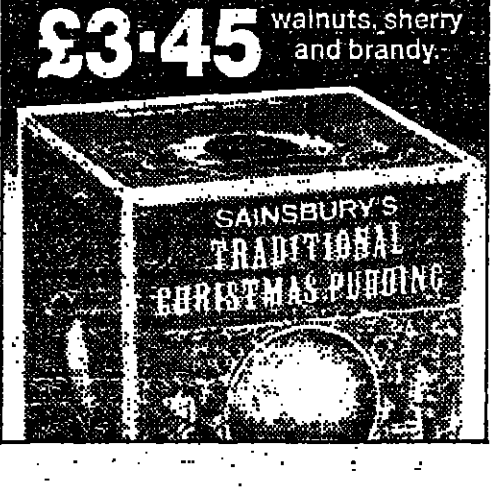
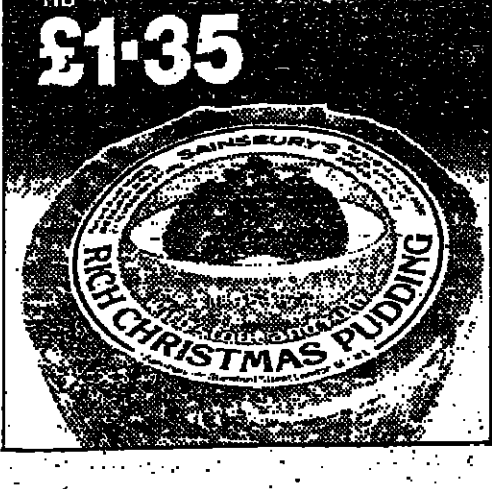
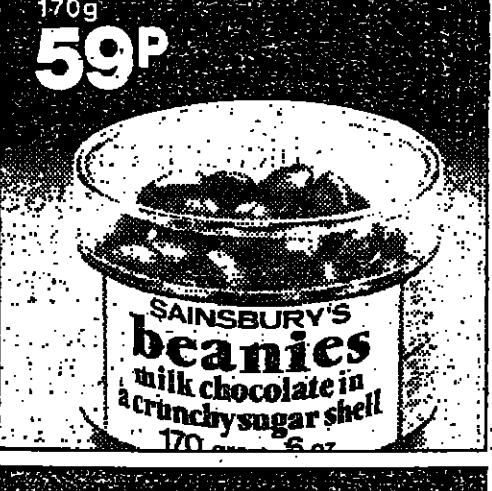
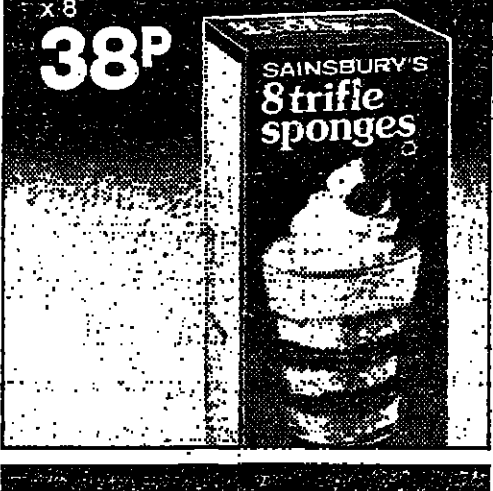
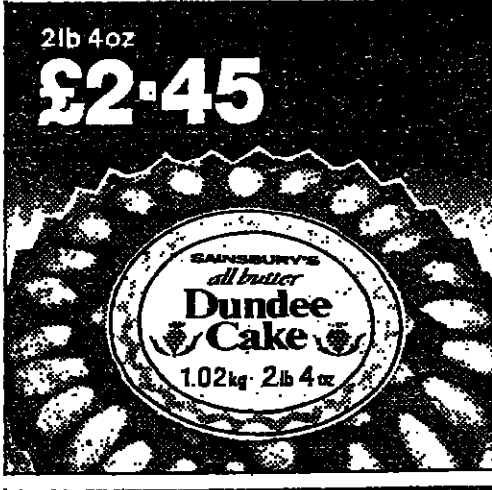
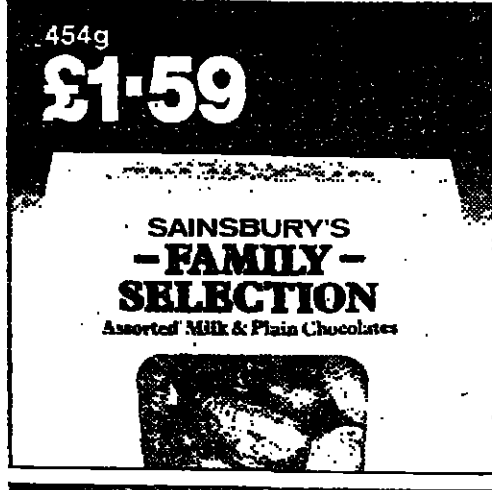
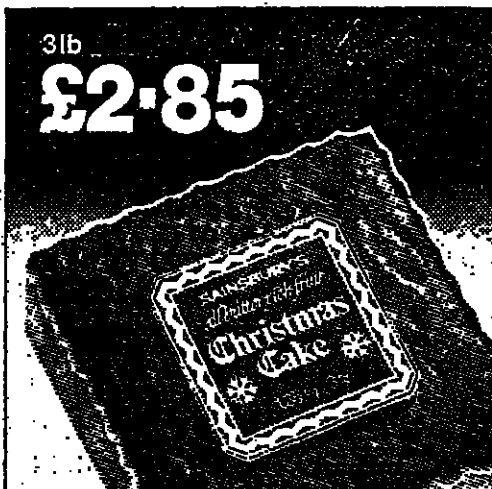
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DRUG FIRMS ATTACK NHS 'CUT COSTS' LIST

By DAVID FLETCHER Health Services Correspondent

THE pharmaceutical industry will be relegated to the status of "another British failure" if the Government goes ahead with its plan to limit the number of medicines doctors may prescribe, the Association of the British Pharmaceutical Industry said yesterday.

In a report addressed to all MPs it said that the prospect of a limited list of medicines being imposed on the NHS was alarming.

It said: "Investment would fall, along with production and exports."

"From being one of the few areas of industry where we are successful, pharmaceuticals would rapidly become another example of British failure."

"If so it will be caused not by the excellence of foreign competition but the short-sighted ignorance of our own domestic policies."

The association's concern at the plan to save the NHS £100 million a year, by cutting 1,000 brand name drugs from the medicines that doctors may prescribe, was expressed in the report.

It said: "The plan will cause big inroads into the industry's £200 million a year profits on NHS sales."

It says that Britain is a key centre in pharmaceutical research, drawing in funds from abroad to such an extent that more than 10 per cent of the world's research and development takes place here.

As a consequence Britain exports £1,200 million worth of medicines each year, a sum equivalent to more than 70 per cent of all NHS purchases.

'Clumsy' cost-cutting
It adds: "In a clumsy attempt at cost-cutting, the Government threatens to destroy the fundamental motor driving innovation—that of open, consumer preference-guided, competition."

"A political view of what medicines should or should not be permitted in the U.K. inevitably fails to take into account the precise requirements of patients and the practical experience of their doctors."

"The Government's limited list approach would remove a most vital element underlying pharmaceutical evolution and so ultimately facilitate the British medicines market."

The Government denies that its plan will harm patients because it says doctors will still be able to prescribe the non-

1 a.m. lecture for vicar over pigeon cull

By GUY RAIS

A FLY-BY-NIGHT operation upset parishioners at Bagshot, Surrey.

The Rev. John Smith wanted to get rid of pigeons roosting in the belfry of St Anne's church, so he hired a pest control firm, which decided to pot them in the dead of night.

Alarmed by so much activity in the churchyard as the executioners went about their business, Mr John Burrows and his wife, Mary, who live close by the church, telephoned the police.

Knock four times
Mr Dennis Cole, 54, out walking his dog, spotted three men flashing torches at the roosting pigeons and shooting them.

When they explained what they were doing, he was so infuriated that he marched straight up to the vicarage to confront Mr Smith, although it was almost 1 a.m.

"I had to knock four times before the vicar came down, and then I told him exactly what I thought of him. I said it was not nice behaviour for a man of cloth to hire others to kill God's creatures."

Mr Smith said yesterday: "I took some time to get down stairs because I was asleep."

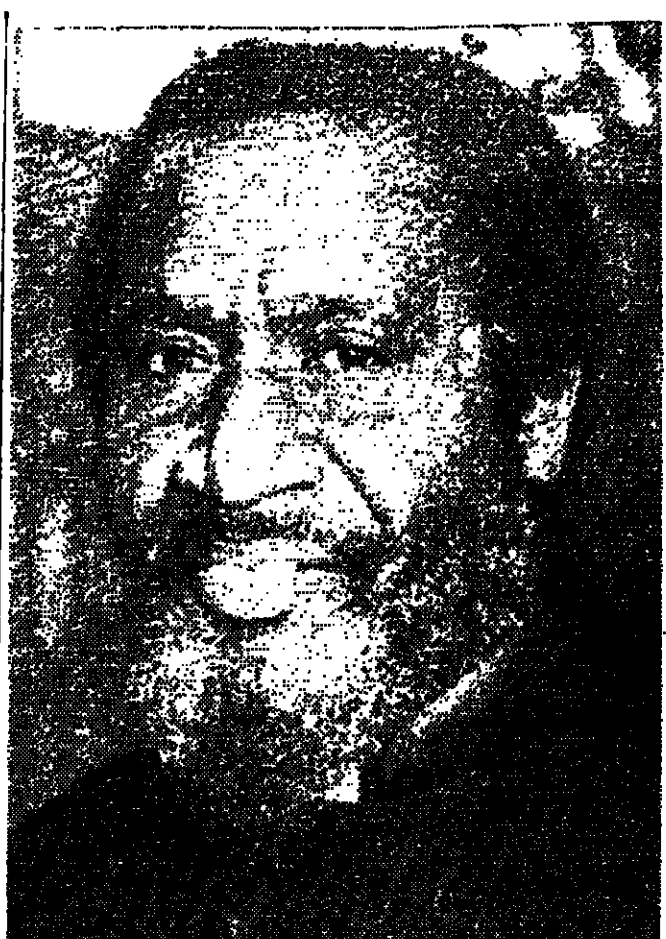
"The parochial church council took the decision and I was asked to get in touch with the firm. The pigeons are a menace."

Organ threat
It costs us about £200 every two or three months to clear out the drains and gutters which become filled with droppings.

"This blocks the overflow and causes damp timbers which in turn could ruin the organ, that recently cost more than £18,000 to renovate."

"The pest control firm said the best and most humane way to cull the birds was when they were roosting at night. I am sorry it disturbed some people but only a handful of my 6,000 parishioners objected. My wife and I slept through it until Mr Cole knocked at the door."

CND POSTS
Margaret Morton, the general secretary of the Scottish Campaign for Nuclear Disarmament, not Ian Davidson as reported on Monday. He was her predecessor in the post but neither of them, she states, has Communist party membership.



The Rev. David Tonge, 54, Vicar of Finstall, Bromsgrove, Worcs, who has been appointed a chaplain to the Queen. A West Indian, he worked for a time as a postman before studying for the priesthood at Wells Theological College.

Growing interest in TV 'God-slots' says IBA

By Our TV and Radio Staff

GREATER innovation by television programme makers to tap "an upsurge of interest in religious belief" is urged by the Independent Broadcasting Corporation in its annual handbook published tomorrow.

The authority also hints that it would give its blessing to a lapse in television's traditional Sunday teatime "God-slot."

The handbook notes: "There is a marked upsurge of interest in religious belief which is swelling the eight million who claim religious affiliation, particularly among black and non-Christian groups. The potential audience appears to be increasing."

"Provided that religious programmes are scheduled at times when a reasonable audience can be expected, not necessarily on a Sunday, there is every possibility they will attract the viewer."

ITV transmitted an average of 186 hours of programmes each week in 1983-1984. Informative programmes,

including news and current affairs, accounted for 67 hours; narrative programmes mainly drama, 51 hours; entertainment 34 hours; breakfast television 20 hours; and sport 15 hours.

"The saturation coverage of big sporting events, such as the World Cup, sometimes evokes the feeling that there is too much sport shown on television for the 10 per cent of the total broadcast time on ITV and five per cent on Channel 4," the handbook notes.

News, current affairs, documentaries, arts, religion and education occupied most broadcast time, about 38 per cent on ITV, and 45 per cent, on Channel 4.

Plays and films took up 30 per cent of each network's output and entertainment and music 20 per cent.

The 16 ITV companies netted £330 million in advertising revenue in the year ending in June.

The annual advertising revenue collected by independent local radio in the same period totalled £67 million.

By DAVID MILLWARD

Argentine churchmen accuse British of dragging feet over Falklands

By DAVID MILLWARD

THE British Council of Churches tried yesterday, with only limited success, to bridge the gap between Britain and Argentina over the Falklands when it received a nine-strong Argentine delegation at its 21st assembly in London.

In spite of intense pleas for conciliation from all speakers, the gulf was clear.

While accepting the necessity of a peaceful solution to the Falklands problem, Argentine speakers were in no doubt that the responsibility for the diplomatic log jam lay with the British Government.

Prof. Jose Miguel Bonino, leader of the Argentine delegation, insisted that the new Argentine government was committed to the use of diplomacy rather than force. This has been illustrated by the peaceful solution of its long-standing territorial dispute with Chile.

He added that the Argentine church was at one with its government in believing that the Falklands should remain part of the country's national heritage. He called on both governments to reopen negotiations without preconditions.

Long-term solutions
He said the Argentine tradition was to allow colonies to develop freely.

The Argentine delegation was welcomed to the meeting of the council, which represents 28, mainly Protestant, denominations and is affiliated to the World Council of Churches by Dr Robert Runcie, Archbishop of Canterbury.

The Rt. Rev. William Flag, an assistant Bishop in Liverpool who formerly worked in Argentina said: "No solution is likely to be accepted unless we work hard at it. The history of the South Atlantic shows that violence will only destroy long-term solutions."

Defending the paramount interests of the Falkland Islands was an insufficient excuse for Britain's reluctance to negotiate sovereignty, he said.

"The reason given, the well-being of the island, we do not think is adequate. We feel there are geo-political reasons."

Dr Pietrantoni, who constantly referred to the islands by their Argentine name—the Malvinas—said negotiations were the only way to resolve

Church appointments

term solutions which have already taken root.

The Rt. Rev. John Habgood, Archbishop of York, called on Argentina to demonstrate good faith by accepting an end to hostilities.

ILLEGAL IMMIGRANTS
Call for amnesty

On Tuesday the Council called on the Government to grant "comprehensive, well publicised amnesty" for illegal immigrants now living in Britain.

But it stopped short of urging Christians to carry out acts of civil disobedience, such as providing sanctuary for illegal immigrants.

The Council urged local church councils to involve themselves directly in grassroots campaigns on behalf of individual immigrants faced with the threat of deportation.

It also called for the scrapping of Britain's "present discriminatory immigration laws and their replacement by a non-discriminatory Immigration Act."

Mr David Waddington, Home Office minister for immigration, said last night ruled out an amnesty for illegal immigrants.

"We have to have immigration control so the effect of an amnesty for illegal entrants would be that honourable people who accept the rules would in fact finish up in a worse position than those who cheated and lied in order to evade the control," he said.

Recent Church Appointments include: The Rt. Rev. John Habgood, Archbishop of York, called on Argentina to demonstrate good faith by accepting an end to hostilities.

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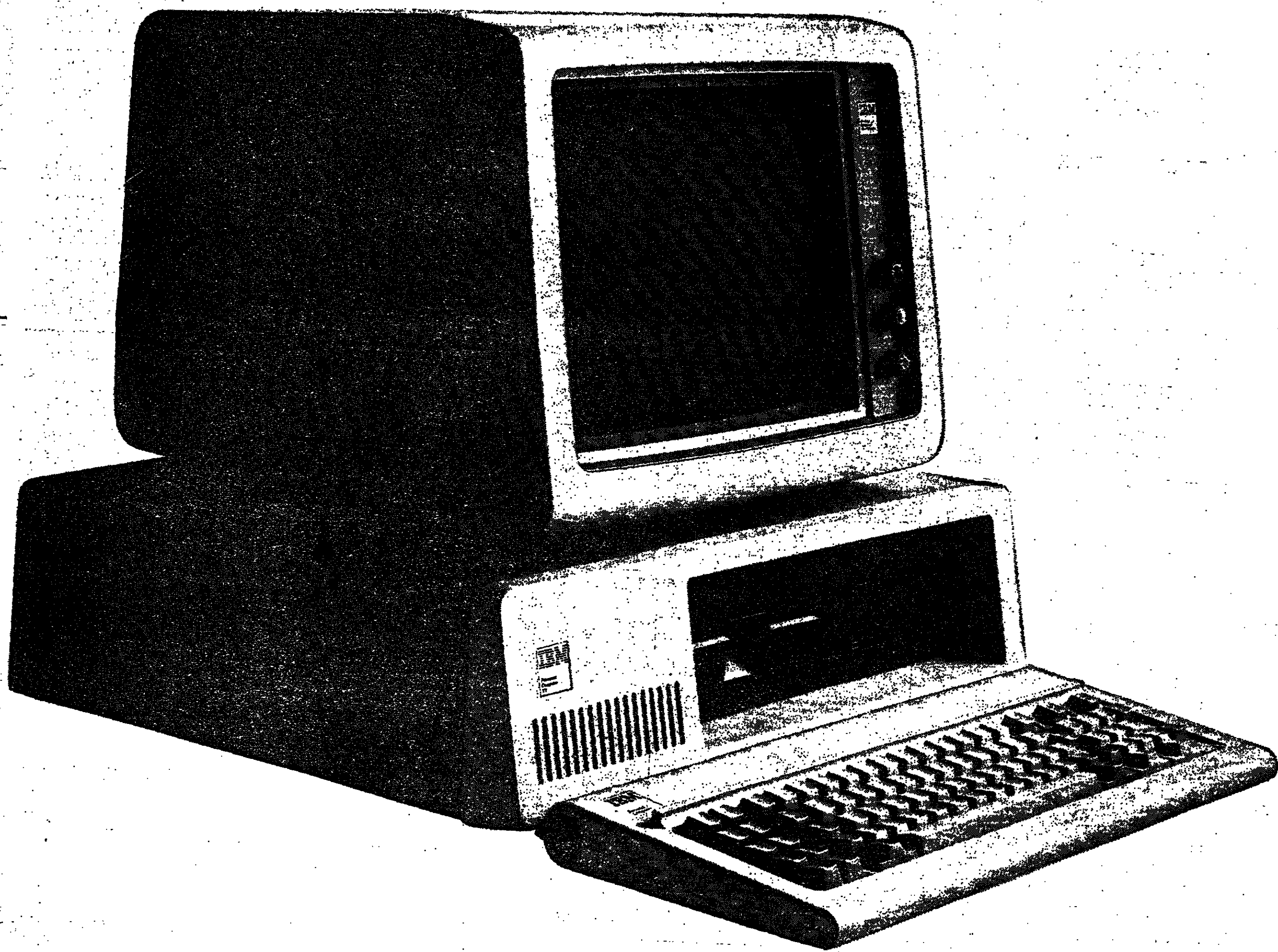
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The Daily Telegraph, Thursday, November 29, 1984

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in the English language
to fill its memory bank.



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*Based on published NCC data for the period January-October 1984.

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8.35% equivalent to 11.93%*	1 month withdrawal notice or immediate withdrawal with loss of 28 days' interest on amount withdrawn.
8.25% equivalent to 11.79%*	7 days withdrawal notice or immediate withdrawal with loss of 7 days' interest on amount withdrawn.
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JOBS CALL BY BISHOP TO SAVE WASTED LIVES

By WALTER ABURN Parliamentary Staff

THE most urgent Government priority was to set about restoring the sense of fellowship in the nation, said the Bishop of LIVERPOOL, the Rt Rev. David Sheppard, when peers debated long-term unemployment yesterday.

Calling for steps to tackle the waste of human resources and the destruction of the sense of companionship, he said we had to put away the Government slogan, "There is no alternative."

There were several alternatives — and each was costly. The might properly mean better-off paying more taxes, or not receiving cuts in taxation.

"What we know is that the present way is too costly for the good of the nation to continue."

Greater efficiency and national competitiveness, vital to our national life, was being bought at great cost with the waste of individual talents, stress on families and children and the alienation of parts of the population who felt they had no stake.

'Seed-bed for apathy' Such alienation was the seed-bed for apathy, for a great deal of ill-health, for drug abuse and for destructive militancy. It is destroying the sense of fellowship and companionship of our nation.

Deplored the Merseyside situation, in which only eight out of every 100 school-leavers found jobs, he asked if peers would tolerate it if their children were in such a position. Sections of the population had never had the opportunity of regular work.

How could the difficult process of slumping down parts of industry take place without disruption if the alternative was unemployment? If the Government was to restore the sense of companionship in the nation it had to reach out with practical large-scale policies which would reach the unemployed urgently "for action today."

Clawed back cash A much-needed programme of works and public service would provide real jobs. Community programmes could be trebled if resources were made available, but there was evidence that the Government's

manpower strategy was being directed away from the areas of greatest need.

The adult training strategy of the Manpower Services Commission was aimed at areas where jobs have to be found. Money was clawed back so that, instead of priority treatment, the North-West and North-East each lost £2 million as cash was redirected.

The long-term unemployed were already into a second generation. The good management of this country meant we could not afford to waste this precious national resource.

In opening the debate, Lord BALFORTH (C) said that a quarter of the men and women currently unemployed had had no job for five years or more.

Forty per cent of them were over 50 years of age and had given up hope of regular employment.

Personation Bill again comes under attack

By Our Parliamentary Staff

NORTHERN IRELAND MPs resumed their attack in the Commons last night on the Government's Bill which seeks to reduce the amount of personation, or "vote stealing," which goes on in the province.

Critics of the Elections (N. Ireland) Bill object to its main provision that every voter is to be asked to produce one of a list of documents, such as a driving licence or a passport.

A Mr Nicholas Scott, Ulster Under-Secretary, defended the Bill during its committee stage, he was asked by Mr HAROLD McCUSKER (OUP, Upper Ban) "How would you feel if your constituents, ordinary

run of the mill voters, were asked to produce one of these documents?"

Mr SCOTT replied that the Government had come to the conclusion that it was the price that had to be asked for the vast majority in order to eliminate "this poison" from Northern Ireland's electoral system.

Mr ENOCH POWELL (OUP, Down S.) also objected that a new voting qualification was being introduced for Northern Ireland citizens alone.

He moved an amendment which would provide that voters would have to produce a document only if the presiding officer was in doubt about identity, but this was defeated by 180 to 21, Government majority 159.

Protests over water rate increases

MPs on both sides of the Commons protested yesterday at the 10 per cent water rate rise predicted for next year.

Their complaints came after Mr GOW, Housing Minister, explained at Question Time that the Chancellor's autumn statement had provided for an expenditure increase of £30 million, or 12 per cent, by the water authorities.

Mr ROBERT HICKS (C, Cornwall SE) said that while he welcomed increased expenditure on improving the infrastructure of the industry, he believed it amounted to tax upon consumers at a time when the public was still worried about the basis on which charges were imposed.

Mr DAVID PENHALIGON (Lib, Truro) asked why the water industry had to be run at a profit at all, and why profits had to be increased by one-third this year after the difficulties experienced in the summer drought by people in the West Country.

'Help available' Mr WILLIAM O'BRIEN (Lab, Norampton), who said he would be writing to Mr GOW, said that the rise would vary between authorities, but the average charge would go up from £78 a year to £85. This 10 per cent rise would represent an increase from 21p to 23p a day.

People on supplementary benefit would be able to have water charges taken into account and about three million households had received help.

Dr JOHN CUNNINGHAM, Shadow Environment spokesman, asked Mr GOW to explain why the water industry had underspent by more than £100 million in the last two financial years.

"Isn't it adding insult to injury, particularly to those people who suffered severe shortages this year, to impose upon them some of the biggest increases in water rates?"

Mr GOW replied that the authorities had underspent by only £57 million which, due to new tender prices, had enabled them to complete work close to what they had planned.

Earlier, he had told MPs that the inquiry into whether a metering system of payment could be introduced for domestic consumers would be completed as soon as possible.

Today in Parliament HOUSE OF LORDS 3:15 pm: debate on EEC Commission's powers of investigation and inspection.

HOUSE OF COMMONS 2:30 pm: debate on the New Deal: summer time arrangements for domestic consumers on red water and power cuts, and on hormone implants to cattle.

Tory MPs worried about sovereignty of Gibraltar

By WILLIAM WEEKES Parliamentary Staff

ACCEPTANCE by the Government that the sovereignty of Gibraltar could be included in talks between Britain and Spain was questioned strongly by Conservative backbenchers in the Commons yesterday.

Mr TOBY JESSEL (Twickenham) said it would be "rather unkind" to allow Spain to delude herself into imagining any change in the status of the island would be likely at any time in the future.

The Gibraltarians had shown that the overwhelming majority wished to stay British permanently, he told Sir Geoffrey Howe, Foreign Secretary.

Another Conservative, MP IVOR STANBROOK (Orpington) went further and suggested that the concession on sovereignty was a "surrender to blackmail."

Britain had never before discussed the sovereignty of Gibraltar with Spain, he said. "What is to stop them nibbling away on this issue confident in the knowledge that the principle of transfer of sovereignty has already been conceded?"

Peaceful means Spain was an ally in Nato and a prospective partner in the EEC. Successive Spanish Governments had said publicly that they would pursue their claim by peaceful means, and the Spanish Foreign Minister had spoken publicly of the need to respect both the interests and the wishes of the people of Gibraltar.

The Foreign Secretary was taken to task by Dr OWEN, SDP leader, for doing "less than justice" to President Alfonso of Argentina who, at some point in his life, had been a critic of the Aggression against the Falkland Islands.

Urging Sir Geoffrey to reconsider these "very damaging statements," Dr Owen said the Foreign Secretary had not been fair to the democracy now in Argentina.

Sir GEOFFREY said the fact that Argentina now had a democratically elected Government was not the only thing that had to be taken into account.

The much closer relationship between Britain and Spain stood in sharp contrast to the simple outstanding fact that there was now nothing to stop possession of the Falkland Islands by force.

Mr STANBROOK was wrong to say that the principle of sovereignty had been conceded or that there was now nothing to stop it being conceded.

Mr BRALEY, Shadow Islands spokesman, said that the principle of sovereignty had been conceded or that there was now nothing to stop it being conceded.

SITUATIONS VACANT Continued from Page 8

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You will join a small, highly motivated team, who ensure the profitable growth of the JCB Service and JCB Distributors parts operations, through the application of innovative sales and marketing techniques.

Applicants (male or female), academically well qualified, should have several years experience of parts sales and marketing within the automotive or construction equipment industries. Key attributes are self-motivation, commercial awareness and a 'pro-active' attitude to marketing strategy.

The position is based at our Rochester headquarters, and covers a territory which spans the East of England. We offer an attractive benefit package which includes bonus earnings, company car, and excellent career prospects in an expanding worldwide organisation.

Please apply with full details of career to date, to: Graham Barwell, Personnel Officer — Staff, JCB Bamford Excavators Limited, Rochester, Staffordshire ST14 5JP. Telephone: 0889 590312.

JCB

Divisional Director

Instrument/Electrical Contractor

Salary negotiable

Home Counties

Our client is a leading UK contractor engaged in instrument and electrical contracts UK and overseas. They are now embarking upon a significant expansion programme which has created an opening for the appointment of a Divisional Director to control this activity.

The successful candidate will be a qualified engineer in either of the above disciplines and have several years' experience in management at site and head office level. The man or woman appointed will be thoroughly familiar with working to prime cost estimates and all aspects of tendering, contract negotiation, claims and variations, planning, industrial relations, safety etc. A company car will be provided together with other fringe benefits normally given by an international company.

Please write with full career and personal details to Confidential Reply Service, Ref: AWD 916, Austin Knight Advertising Limited, London W1A 1DS.

Applications are forwarded to the client concerned, therefore companies in which you are not interested should be listed in a covering letter to the Confidential Reply Supervisor.

Austin Knight Advertising

Regional Managers

£15,000 + bonus + car

London & South East

Sales Executives

£11,000 + commission + car

London

Provincial Cleaning Services is a part of the Hawley Group PLC, one of the most dynamic groups in the UK. Since its acquisition by Hawley some three years ago, Provincial has grown by a factor of 10 to become number 3 in the UK cleaning market. As a result of this growth we need to strengthen both our operational management and sales activities. Specifically we now need Regional Managers to take control of a section of our business with full responsibility for sales, operations and profitability.

Sales Executives to develop new business on a broad front with prospective clients. Supported by marketing and sales, Earnings target £18,000 p.a.

All these positions, which are open to both men and women, have genuine prospects for future promotion. If you would like to join this exciting company at a crucial stage in its development and you think you could do one of these jobs, please send your c.v. to: Stephen Barrett, Divisional Director, Provincial Cleaning Services Limited, 376 City Road, London EC1Y 2QA.

Hawley Group PLC

Assistant Chief Quantity Surveyor

£15,532-£16,095

The Welsh Health Technical Services Organisation provides a wide variety of technical support services for the Health Service in Wales.

To provide a general management and co-ordinating function within the Directorate of Works, a well experienced Quantity Surveyor is required. A Corporate Member of the Royal Institution of Chartered Surveyors, you will assist the Chief Quantity Surveyor in providing a complete service to the Organisation.

Application forms and a job description can be obtained from the Personnel Officer, WHTSO, 35/43 Newport Road, Cardiff CF2 1SB. Telephone: Cardiff (0222) 499921 Ext. 16. Closing date 14th December 1984.

Welsh Health Technical Services Organisation

Assistant Work Study Officer

£11,445-£12,265

Watford

Responsibilities will comprise carrying through to completion a variety of Work Study and O&M assignments and assisting with the administration and maintenance of a job evaluation scheme for wages grades staff. Considerable travel will be involved, necessitating staying away from home on occasions.

Candidates, male or female, preferably aged 25-45, should be corporate members of the IMS and have between 7 and 10 years relevant experience. Fact, diplomacy and self-motivation are essential requirements.

An attractive salary and benefits package is offered, including contributory pension scheme and staff restaurant.

Please write for an application form to the Personnel Manager (South), British Waterways Board, Willow Grange, Church Road, Watford, Herts WD1 3QA, quoting ref. No. 85/15. Closing date 21st December 1984.

British Waterways Board

Control Engineers

The Systems Dynamics and Controls Group of YARD Ltd. has a number of vacancies in the area of control system design created by an increase in work for both UK and overseas clients. The Group provides a Consultancy in all aspects of Control and Surveillance to the marine, offshore, industrial and defence industries.

Applicants should have a good first degree in engineering, physics or applied mathematics and an interest in one of the following:

- System design and analysis
- System specification
- Man Machine Interface design and analysis
- Control theory
- Mathematical modelling

Applications will be welcomed from candidates (male or female) with relevant experience as well as recent graduates.

YARD Ltd is a multi-disciplinary engineering consultancy employing about 350 technical staff in central Glasgow. We offer pleasant working conditions, wide-ranging prospects for career development, and opportunities for foreign travel. Starting salaries will range from £7K to £14K, depending on qualifications and experience. Relocation assistance will be given where appropriate.

Please write or telephone for an application form to: Joan Marther, Personnel Officer, Ref. 36, YARD LIMITED, Charing Cross Tower, Glasgow G2 4PP. Tel: 041-204 2737.

YARD LTD CONSULTING ENGINEERS

Foundry Production Engineers

Precision Investment Castings

Up to £10,000

Rural South Cheshire

PCD Vickers manufacture precision castings to be used in products powering some of the world's most advanced aircraft as well as those vital in the nuclear and medical fields.

Consistent with our increasing business activity, we need to recruit additional engineers (male or female) to strengthen our existing team.

Reporting to the Chief Production Engineer on our Crewe site, you will be responsible for the development of new castings to customer specifications, the development of new, or improved, foundry techniques and the introduction and commissioning of new equipment.

A good academic background is required, and experience of the Lost Wax process of casting is preferred.

The remuneration packages include attractive salaries plus bonus scheme, preferential car purchase scheme, together with extensive sports and social facilities and a 41 day working week. A comprehensive relocation package is available where appropriate.

Please telephone or write to Mr D B Roberts, Staff Personnel Officer, Rolle-Moys Motors Limited, Crewe, CW1 3PL. Tel: Crewe (0270) 25155 Ext. 3311.

PCD Vickers

Utility Plant—Saudi Arabia

Claims Engineer

Up to £50k total package

You will be fully responsible for protecting the company's interests on claims for completion extensions, avoidance of penalties, extra work claims and negotiations.

Qualified to degree level—engineering or law—you will have held senior responsibility for a similar project for two years or more. Your ten years relevant working experience will include at least two years in Saudi Arabia.

Our client, a major international engineering company, is entering the construction phase of a £150m utility plant in Saudi Arabia.

This is a 12 month assignment, the first 3 months being spent in our client's manufacturing plant in the Far East. The contract will be extendable by mutual agreement. Salary, allowances and terms of employment are outstandingly good and fully negotiable.

Please send full details to David Watt of Cripps, Sears and Associates Limited, (Personnel Management Consultants), 88-89 High Holborn, London WC1V 6LH. Telephone 01-404 5701 or 0272 291335 evenings and weekends.

Cripps, Sears

ITK

SELL THE NEW 600 RANGE OF ITK PLATEMAKERS BARN CHIRCA \$16K MINIMUM

As recognised market leader, providing automatic, day-light operating cameras for the quick print industry, we have again kept ahead of the competition with our new range of platemakers. Since their introduction in August, sales have run well ahead of plan and we now urgently need experienced new salespeople to capitalise on the situation.

We offer a competitive base salary with a no ceiling commission plan. In addition, a prestige company car is provided with full expenses for private and business use. The Company also operates a contributory pension scheme, free life insurance and private medical care.

If you can demonstrate a successful track record in sales of high value capital equipment, not necessarily in the printing trade, we would like to hear from you. Vacant territories currently exist in Manchester, S. Wales, Gloucester and Bristol. Please write or telephone C. Mason, National Sales Manager, Itk International Corporation, Westlink House, 981 Great West Road, Brentford, Middlesex, TW8 9DN.

Fashion prophet, fashion profit

Dorothy Perkins, with a chain of close on 300 shops and an impressive record of fashion and financial success, is a key division of the dynamic Bennis Group.

Integral to our development, an important part of our growth programme, has opened up a leading role within our rapidly expanding Buying and Merchandising Function for a Buying and Merchandising Controller who can contribute substantially to our progress.

Reporting to the Buying and Merchandising Director, the successful candidate will provide leadership and motivation for a highly talented team of buyers and merchandisers, directing and guiding them in the achievement of challenging growth and profit objectives.

To match the demands you must be able to demonstrate commendable senior level buying and merchandising achievements within the retail fashion industry. We shall expect you to display the finest analytical ability and interpersonal skills necessary to make an outstanding contribution to the team.

In return, we offer a substantial, highly competitive and fully negotiable remuneration package, including a profit-related bonus plan, company car and other executive benefits.

If you can meet the challenge, please write in complete confidence, enclosing a career summary highlighting your successes and current salary to: Ian Morris, Personnel Director, Dorothy Perkins, 24 Oxford Street, London W1N 0DE.

Buying and Merchandising Controller

DOROTHY PERKINS

Financial Controller

South West

c.£20K and car

Our client, an autonomous and successful company within a large British Group has recently instituted a major re-equipment programme incorporating advanced, self generated technology. With sales exceeding £25M the company is seeking to strengthen its Financial Management to ensure maximum return for this and future investment.

Reporting to the General Manager the Financial Controller will take charge of all financial and management accounting functions and associated systems including the company's extensive computer installation in addition to having significant Group involvement.

Candidates, male or female and probably aged 30-45 must be fully qualified and members of one of the leading institutions preferably ICMA. Demonstrably successful in Financial Management, experience must embrace the conception and operation of effective budgetary controls in a dynamic and demanding manufacturing environment within the engineering industry. The capacity to plan, project and implement such controls whilst firing the enthusiastic cooperation of others will be paramount factors in selection.

Salary is truly negotiable c.£20,000 plus car/pension and life insurance benefits as befits a company of substance.

Please write in confidence, initially with brief details quoting reference number 1443 to L.J. Williams as Advisor to the company at:

John Anderson & Associates
 Executive Search and Selection
 Norfolk House, Smallbrook Queensway, Birmingham B5 4LJ.

MOXON DOLPHIN & KERBY LTD

**Recruitment Advertising
Executive Search
Management Selection
International Recruitment**

178-202 Great Portland Street,
London W1N 5TB. Tel: 01-631 4411.

Senior oil refinery appointments

**Operations and
Maintenance**

Our client part of an international group of companies provide management, operations and training services for a wide range of industrial projects. The expansion of their services to international petroleum and petrochemical companies, particularly within developing countries requires that they urgently recruit senior oil refinery personnel. Particularly within the following areas:-

**OPERATIONS MANAGEMENT
WAREHOUSING MANAGEMENT
MECHANICAL ENGINEERING
INSTRUMENT/ELECTRICAL ENGINEERING
PROCESS ENGINEERING
PROJECT ENGINEERING**

They are keen to hear from candidates who are educated to degree level or equivalent and have at least 10 years relevant experience within the petroleum/petrochemical industry.

It is essential that all candidates have substantial experience within fully operational oil refineries. The appointments will be based overseas and offer two year married or single status contracts. Highly competitive overseas salaries are supplemented by European standard accommodation, generous daily living allowance, paid home leave and first class recreational facilities.

Please send your career and personal details in the first instance to Ian Lovatt, Moxon Dolphin & Kerby Limited, 178-202 Great Portland Street, London W1N 5TB quoting ref IL/4204/DT.

Please state in a covering letter any companies to which your application is not to be sent.

**MOXON
DOLPHIN
& KERBY LTD**

Field Service Unit Manager

**Managing and developing
Field Services at Digital
is a two way business**

**£12,000 pa +
company car**

We're not looking for more technical muscle. We're more interested in a Manager who knows about people. People as customers - people as Field Service Engineers. It will be up to you to match the two and make sure they get on together. You'll be making sure customers get the service they need, while ensuring that our service engineers develop the right attitudes and ambitions.

Based in Basingstoke and reporting to your Local Branch Manager, you will be responsible for a group of Field Service Engineers controlling the planning and training requirements in order to meet the needs of our customers. Although not necessarily a computer expert yourself, you'll appreciate engineering values and be quite at home in the customer service environment of the second largest computer manufacturer in the world.

Probably aged between 30 and 40 you will have had several years' experience of managing engineers in a service industry with the emphasis on customer satisfaction. We expect you'll have gained this

experience in a similar capacity either within the computer world or relevant service industry such as TV repair. For the right man or woman we're offering a generous salary, circa £12,000 pa plus a valuable range of large company benefits which includes a company car. Relocation assistance provided where necessary.

If managing and motivating people is what life is all about for you, and if you see customer satisfaction as the key to success, we'd like to hear from you. You can find out more about this opportunity in our high growth company by telephoning or writing for an application form or sending a CV to David Baker, Digital Equipment Co. Limited, Wargrove House, Basingstoke, Hampshire, Tel: Basingstoke (0256) 56233 ext 2043. Ref: 7A5.

digital

experience of business systems analysis, and design
experience of implementing commercial systems on a mainframe
excellent communication skills
Future prospects in consultancy, technical management or sales are excellent
If you are looking for a challenging role that offers the opportunity to keep you at the forefront of information technology whilst retaining hands on experience across the complete range of Sperry Products, then write with full CV to: Tom Rush, Sperry, Limited, Computer Systems, Sperry Centre, Stonebridge Park, London NW10 8LS.

SPERRY

Systems Consultants

**Apply your analytical skills
across our broad range of
computer systems**

**£13,000 - £16,000 + car
Birmingham/Bristol**

Sperry are one of the top computer companies in the UK with a world-beating range of outstanding products.

To support our continued business growth, we are looking for Pro-Sales Systems Consultants who will be based in either Birmingham or Bristol.

Your role will be to support our sales teams in analysing our customers' business requirements
defining business solutions which effectively utilise Sperry's complete range of products and services
presenting Sperry's proposals to our customers.

It is likely that you will be between 25 and 35 and have at least five years' relevant experience and can demonstrate:
a good understanding of business computing needs

Electronic Publishing Managing Director

London

Process Cost Engineer

**North Africa -
Married or Single Status**

Business Systems Project Managers

**Bring your skills to our
new challenge of management**

**Negotiable salary.
Attractive benefits
package.**

Reading

Petrochemical Design Staff

**Piping, Civil,
Electrical, Instruments**

**Competitive Salaries.
Attractive Benefits.**

Reading.

Pergamon Press Ltd is a market leader in Electronic Publishing and database delivery, with a rapidly growing interest in information technology.

The Managing Director is now sought for PERGAMON INFOLINE LTD, an international on-line service, who will also take group level responsibility for the following:-

- providing direction to Pergamon's efforts in creating successful information products
- positioning the group for major growth in the late 80s
- planning and implementing a programme of rationalization for group-wide electronic publishing operations
- oversight of the growth through sales of electronic products and services and development of a programme of planned acquisition in this area
- the forging of links between the group's growing activities in electronic publishing, cable TV, mail order, software sales and reprographics.

A UK affiliate of a major international group are providing complete technical assistance for the sale and efficient operation of a Fertilizer Company comprising Ammonia, Urea and Methanol. They are presently seeking a Process Cost Engineer to join their existing team.

You will have overall responsibilities for Energy and Performance Monitoring and Production Control of existing plants and the assessment of economic return of new scheme proposals and plant alterations.

It is essential that you have several years' experience of Process/Production Cost Engineering within Fertilizers or a related industry. A degree in Chemical Engineering or

The successful candidate must have a proven record of commercial performance in Electronic Publishing. Experience of a conventional publishing business would be an advantage, particularly if this has included exploitation of a conventional publishing business in electronic media. A sound knowledge of data processing will give the appointee the necessary technical authority to perform a number of the tasks outlined above.

This London based post offers a unique opportunity to direct a major publishing group towards commercial exploitation of a new medium. The appointment carries with it financial rewards in keeping with its importance. Salary package will be up to £40,000 with a car and senior executive pension arrangements.

Write, in confidence, giving details of your background and experience to Peter Beach, Headington Hill Hall, Oxford OX3 0BW.

PERGAMON PRESS LTD

The comprehensive overseas package includes highly competitive salaries, generous UK leave and free furnished accommodation. Please send your career and personal details in the first instance to Ian Lovatt, Moxon Dolphin & Kerby Ltd, 178-202 Great Portland Street, London W1N 5TB quoting ref IL/4203/DT.

Please state in a covering letter any companies to which your application is not to be sent.

**MOXON
DOLPHIN
& KERBY LTD**

Previous experience of working in a large organisation structure would be a considerable advantage. Some travel and irregular hours will also be necessary.

This is an exciting opportunity to expand on new techniques and utilise new technology in setting up business and management systems. Consequently you are able to offer a competitive salary and the usual excellent benefits of the Courage Group including generous assistance with relocation where appropriate and the use of a company car.

Apply for an application form or write enclosing full CV to Ian Shepp, Personnel Administrator, Courage Limited, The Berkshire Brewery, Imperial Way, Basingstoke Road, Reading, Berkshire RG2 0PW. Tel: (0734) 675383.

COURAGE LIMITED

guidance to resolve the varied complex problems which arise within their discipline. Salaries are highly competitive with benefits which include free life assurance, company pension scheme, season ticket loan scheme and an active sports and social club. You'll be working at our Head Office in Reading, conveniently situated opposite the British Rail station with ample car parking facilities nearby.

To find out more about these rewarding opportunities please contact Irene Marshall, Manager Recruitment, Foster Wheeler Energy Limited, Foster Wheeler House, Station Road, Reading, RG1 4LX. Telephone Reading (0734) 585211.

Foster Wheeler Energy Limited

COMPONENT TESTING Opportunities in Sales, Applications and Service

Megatest is one of the fastest growing A.T.E. companies. If you know anything about the A.T.E. industry you'll know that it, itself, is one of electronic's fastest growing sectors.

This says a lot about the Megatest product line. Dedicated exclusively to device testing, they have achieved huge success with the Q2 component test range.

With vast resources devoted to the design and development of new products to meet the increasingly sophisticated demands of the market place, the launch of the MegaOne VLSI test system has created great excitement among manufacturers and large users of semiconductor devices, being the first VLSI tester with a complete tester-per-pin architecture, and thus capable of offering the kind of solutions required in modern VLSI device testing.

With demand continuing to increase, opportunities exist for three key individuals to ensure and share continued success.

SALES ENGINEER

£15K basic £20K + package + Car Flexible location

To efficiently cover existing enquiries, and fully exploit the market potential in the North of the U.K. and Scandinavia, a further engineer is required.

Qualified to HND/Degree level, you could come from a variety of electronics disciplines. Ideally in a sales/marketing or applications role, you could also be in semiconductor design or testing. Most importantly you can demonstrate a good knowledge of the requirements of modern device testing, can adopt a consultancy sales approach, and have the drive, personality and ability to communicate effectively.

APPLICATIONS ENGINEER

£13K + Car S.E. Base

Qualified to HND/Degree level, you will have good experience of both the hardware and software involved in device testing. Your role will be to analyse and solve customer problems, from a technical viewpoint, consult with sales, and demonstrate solutions as part of the sales team.

SERVICE ENGINEER

£13K + Car

Familiar with computer driven systems, you will be capable of handling repairs on the highest technology equipment to component level.

You will understand the need for quick and efficient repairs to high-cost capital equipment.

All positions require a degree of European travel, and training will be provided in the U.S. and U.K.

In addition to first class financial packages and exciting products, there is a dynamic and informal small-team atmosphere. Rapid growth of the company means career prospects are excellent.

For an initial and confidential discussion, telephone Randall-Massey Recruitment Consultants on Swindon (0793) 614700 or alternatively, write with brief career details to:

Randall-Massey Recruitment Consultants
136 Victoria Road Swindon SN1 3BU

MEGA TEST

RANDALL

Advanced Network Development

Career Growth for Systems Software Engineers

Acorn's rapid expansion and unrivalled success in the microcomputer marketplace is based on an imaginative and productive R & D team.

One of the tasks of a new development group which has already been established is to expand the possible applications of high speed networking and communications and it now needs creative Systems Software Engineers to work in.

**Communications Systems Programming
Modems and Terminal Emulation
Network Servers and Gateways**

Applicants should be qualified to degree/HND level in a relevant discipline and have more than one year's programming experience in high and/or low level languages with a reputable organisation. Experience of microprocessor hardware, structured high-level programming or networking and communications protocols would be an advantage.

Salaries will be extremely attractive and reflect the true value of specialist skill and experience. Other terms and conditions of employment offered will be of a very high standard and relocation assistance to Cambridge is available where appropriate.

Please send your CV to John Faith at the address below quoting reference SS/AC or telephone for an application form. These positions are open to both men and women.

Cambridge Recruitment Consultants

1a Rose Crescent, Cambridge CB2 3LL. Telephone: 0223 311316.

TECHNICAL REPRESENTATIVE

STORMLINE LOUVRE WINDOWS

W. Ames and Son Limited, distributors of world-famous Stormline Louvre Windows, require a U.K.-based technical representative to call on and advise our client builders and architects on the merits of our products.

Candidates should be conversant with the trade and willing to travel extensively in the U.K.

The attractive salary package is negotiable and a company car will be provided. Contributors attention please.

Applications, in writing, please, to: David Brown, Sales and Marketing Manager, W. Ames and Son Limited, Cornard Road, Sudbury, Suffolk CO10 6BB.

AUTHORS SOFTWARE AND HARDWARE U.K. and Overseas

We are currently looking for hardware and software authors experienced in all areas of high technology for challenging and well-rewarded opportunities in our highly successful Engineering Services organization.

Please send full career details quoting ref. R227/197 to:

K.B. Pierpoint, Resources Manager
InterEurope Technology Group Plc.
19-21 Denmark Street
Wokingham
Berkshire (EMF/BUS)

INTEREUROPE

RETAIL PHARMACY SALES (£20,000+)

TRUE ENTREPRENEURS WANTED FOR A NEW SALES TEAM

Our client is a privately-owned British company which markets and distributes a number of major brands to retail and wholesale pharmacies in the U.K.

The company has shown rapid growth in the last five years and is committed to a major expansion in terms of sales and personnel. A fundamental part of its expansion programme involves the setting up of a national team of sales professionals to promote the current and future products to pharmacy outlets in the U.K.

THE POSITIONS

In order to spearhead its marketing effort, the company wishes to recruit energetic, successful sales professionals to act as agents on its behalf in the high potential areas listed.

These positions are self-employed ones where the potential rewards are extremely high with no upper limit to earnings. They are ideally suited to individuals who have had experience of acting as agents or individuals who wish to enter self-employment in order to significantly improve their commercial prospects.

The company will provide assistance in terms of training, financial advice where necessary and a vehicle will be supplied for the purposes of managing the sales on the territory concerned.

THE CANDIDATE

The successful candidate will be primarily an experienced pharmaceutical or U.K. sales professional with a proven track record. Previous experience of selling products to retail pharmacies will be extremely advantageous as would a knowledge of the pharmaceutical industry. We will also consider candidates without such specific experience provided you are a determined, enthusiastic individual with an extremely high level of commercial awareness.

For an application form please phone John Davies or Colin Evans.

Interviews will be held locally at the end of November 1984 and the new team will commence its operations in January 1985.

TRIDAs
Recruitment Division
55 High Street, Marlow, Bucks. SL7 1BA
Telephone: Marlow (06284) 75204

Regional Sales Manager

Cow & Gate Limited, the Baby Feeding Specialists and brand leaders in the substantial baby food market, are seeking a Regional Sales Manager for London and the Home Counties.

The Regional Sales Manager will be responsible for the development and training of a complex sales team of Medical Executives, Nutritionists and Sales Executives. Additionally, he/she will have personal responsibility in maintaining a continuing dialogue with senior members of the Medical Profession.

The ideal candidate will have extensive and successful experience in training and motivating a well qualified and experienced sales team. A pharmaceutical background will be relevant and knowledge and recent experience in grocery and chemical retail sectors a useful attribute.

It is unlikely that a suitable candidate will be under 30 and A level qualifications are a probable minimum standard of education.

The remuneration for this post will be commensurate with the substantial turnover and responsibility involved, person, free medical insurance, a performance-related annual bonus, and executive car.

If you feel this is an opportunity to you, wish to discuss it further, please write to:

Hazel Copland, on Trowbridge (02214) 68381, for further information and application form.

Early interviews will be arranged in the London area.

Cow & Gate
Cow & Gate House, Manners Street, Trowbridge, Wiltshire BA14 8YX

"Preach what you Practise—Practise what you Preach" SENIOR SALES TRAINERS

Andover

£17-25K package+car

The TSB Trust Company is expanding. Although already a major contender in the field of investment and insurance, we have never been a company to be easily satisfied. And neither, for that matter, have our 6 million TSB customers.

As the investment and insurance subsidiary of the TSB Group, we are going all-out for further growth... by doubling our sales force, extending our product portfolio and, by definition, dramatically increasing our market share.

To accelerate the impetus of this expansion, we are committed to providing the most professional training for our sales force. The recent radical restructuring and expansion of our sales training department has resulted in these important appointments.

You will be expected to train effectively in both sales technique and technical information. This will be done by your own efforts and by the management of a small team of professional sales trainers. You will also

practise what you preach—20% of your time will be spent out in the field selling.

To succeed you will need to have front-line experience or sales training in a sales-driven environment (preferably financial services based). Well used to writing fluent, persuasive training material, you must be able to manage and motivate both people and projects, using your sales experience to produce dramatic, effective results.

In addition to the excellent career prospects within this fast growing company benefits include mortgage subsidy, non-contributory pension scheme, annual bonus, profit sharing scheme and where appropriate, full relocation to the Andover area.

Please write with full CV to: Lynne Seelig, Personnel Resourcing Manager, TSB Trust Company Limited, Keens House, Andover, Hampshire SP10 1PG. Alternatively telephone Andover (0364) 62188.

TSB

TRUST COMPANY

Link Management Selection AUTOMOTIVE DEALER BUSINESS MANAGEMENT

c £15,000 + two-car package - West of London

The company, a major automotive importer, is the UK arm of an international giant, with long-standing associations with this country. Its dealer network, recently revamped, is now to spearhead a long-term sales campaign; the company's Business Management activity is being strengthened, to ensure the operational effectiveness of the network. As part of this process, we are looking for a specialist with good experience of automotive dealer operation. The nature of the

appointment calls for an unusual mix of straight accounting skill, business acumen and the ability to communicate with dealer principals and staff. Some experience with or understanding of computerised dealer systems would be an added bonus. Ideal candidate will be a qualified accountant or graduate in a business-oriented discipline, but experience and personality will be a major criteria.

Please write to Terry Ward, quoting reference LMS 4005.

Link Management Selection, 13-14 Hanover Street, London W1M 0JH

Male and female candidates should send full career details, which will be treated in complete confidence.

صوكا من الامل

JOB HUNTERS

For a free job hunting information pack and weekly details on the recruitment market place including over 450 new jobs - ring Kevin Edwards on (0742) 704585 or write to PER, Moorfoot, Sheffield S1 4PQ.

First choice for job hunters

PER Professional & Executive Recruitment

Packaging Buyer

Range up to £20,000
Write to a member of the highly successful Mars group of companies. The group can justly claim an outstanding track record of its own. We are leaders in the pet product market with brands such as Biscuits, Biscuits, Smackos and Aquarian. Our planned growth both in the UK and overseas will lead us to a new and challenging era. You will have total responsibility for the co-ordinated purchase of all packaging materials used in the marketing of our total product range. This will obviously include printed cartons, corrugated cases, flexible as well as a wide range of labels designed for home use in packaging design and development. The packaging professional, you should be aged 25-35, of graduate calibre and have at least five years' purchasing experience. The majority of which should be specifically related to packaging, ideally in a high volume manufacturing environment. Constant interface with internal and external bodies will require proven purchasing negotiation and communication skills. If required, relocation to West Yorkshire will be assisted, bringing with it the added benefits of cheaper housing together with superb countryside. The Peaks, Dales and Moors - as well as the North's two major cities Leeds and Manchester - are on the doorstep. In addition (as a salary within a range to £20,000), the broad nature of the job means it is an excellent opportunity to develop your future career within Thomas's or the Mars group.
Please send full personal and career details to Rodney Harcourt, Personnel Manager, Thomas's (A Division of Mars Ltd), Pelton Lane, Halifax, West Yorkshire.

Representatives

Shopfitting
£13,000+ and car
Yorks/Midlands/Home Counties
Our client is at the forefront in the manufacture and installation of quality shopfitting, and is now seeking three additional representatives to further expand its already successful UK sales team. Aged 28+, you will have at least two years' experience ideally gained in the sale of shopfitting or similar. Alternatively, experience in the sale of capital equipment to a relevant sector will be given full consideration. A practical, energetic approach and the ability to communicate effectively are essential. An attractive salary plus commission providing earnings in excess of £13,000, company car and excellent future prospects.
Send full cv to Howell Williams, PER, Grange House, Derby Square, Liverpool L2 7SP.

Sales/Marketing Manager

Five figure salary + car + benefits
South London
Hemisphere Rubber Company Limited of Norbury, South London, are fabricators of rubber and synthetic foam components, supplying most major industries including the Ministry of Defence. The company is a recent member of the International Scapa Group and, though relatively small, has potential for extensive future growth. To achieve this target, there is a requirement for a Sales/Marketing Manager to be responsible for developing markets through the motivation and control of the small external sales force, the co-ordination of advertising and publicity, and the development of a marketing policy. You will be experienced in selling industrial products at senior management level, ideally including rubber and synthetic foam components, and may well be currently No 2 in a sales department, looking for complete functional responsibility.
Please send full cv to Derek Hall, Group Personnel Manager, Scapa Group plc, Oakfield House, 52 Preston New Road, Blackburn, Lancashire BB2 6AH.

Technical/Production Director Designate

Five figure salary + car
North Wales
This very successful company manufactures pre-cast concrete products for local authorities, the construction industry and other commercial users. To play a leading role in further expansion, a true professional is needed to assume full responsibility for production. Initially, you'll re-organise the Wrexham operation and will then open a sales and production unit - assuming control of both operations. Experience of pre-cast concrete production plant or similar heavy machinery essential plus real technical expertise and managerial skills. Contact Janet Roberts, PER, Halkyn House, Rhosddu Road, Wrexham LL11 1NE. (0978) 356575.

After Sales Representative

Lift Trucks
Attractive salary
Algeria
Lancor Bos is a profitable independent British company, specialising in the manufacture of lift trucks and container handling equipment. We wish to recruit an After Sales Representative to reside in Algeria. The successful candidate will continue strong Lancor Bos presence by effective contact with users, prospects and official agencies. He or she will give practical assistance in field service activities, promote part sales and provide a sound base for further Lancor Bos success throughout Algeria. Applicants will require a rare blend of skills. Ability to communicate at all levels in French and English, formal engineering training and substantial practical experience with mobile plant as well as commercial aptitude, backed by ability to act on personal initiative. Benefits include an attractive salary, free of UK tax, with a car and living expenses in single status accommodation in Algeria. There are four leave periods in the UK each year.
Write with relevant career details on telephone for an application form to Paul Meadey, Personnel Officer, Lancor Bos Ltd, Grovebury Road, Leighton Buzzard, Beds LU7 8SR. Tel: (0525) 372031 ext 7.

Sales Executives

£14,000-£20,000 including commission
Throughout UK
Systems Reliability plc are the leading manufacturers and suppliers of computer-based telephone management systems and information systems and third party maintenance. The demand for their products and services in a fast expanding market has created the need for additional, experienced sales staff.

Telephone Management/Data Communications Systems

To sell in both small and large applications, minimum three years' experience of selling capital goods, preferably associated with computer or allied industries.
Computer Maintenance
To sell maintenance contracts to end users and distributors, must have knowledge of computing systems and experience of sales in service/computing industries.
Salary £14,000-£20,000, company car, profit share bonus and pension scheme are offered.
Please send full cv to Mrs C Worley, Personnel Officer, Systems Reliability plc, 400 Hallow Road, Luton, Beds.

Sales/Marketing Manager - Director Designate

Electrical Heating Apparatus
To £13,000 + car
The recent merger of two companies has created Bray Electroheat Ltd, a new company already recognised as a leader in the manufacture of electrical heating equipment for a wide range of industrial applications. This vital appointment carries full responsibility for all aspects of sales and marketing including the motivation and control of the existing sales team. You will also develop and expand its already successful UK sales team. Aged 28+, you will have at least two years' experience ideally gained in the sale of shopfitting or similar. Alternatively, experience in the sale of capital equipment to a relevant sector will be given full consideration. A practical, energetic approach and the ability to communicate effectively are essential. An attractive salary plus commission providing earnings in excess of £13,000, company car and excellent future prospects.
Send full cv to Howell Williams, PER, Grange House, Derby Square, Liverpool L2 7SP.

Sales Manager

Steel Industry
Sheffield
Lee Bright Bar Ltd, the UK's leading independent manufacturer of bright bar, seek to appoint an experienced Sales Manager to take full responsibility for their internal and external sales teams. Applicants ideally aged 30-40, will have enthusiasm, drive, be able to exploit market opportunities and negotiate at the highest level. Relevant experience in selling bright bar would be a distinct advantage. This post carries an attractive remuneration package, company car and offers excellent prospects.
Send full cv to Bob Post, PER, Cheban House, Charter Row, Sheffield S1 3JB.

Sales Representatives

Competitive salary + car
Nationwide
Rlor, Europe's largest manufacturer of drain cleaning equipment supplies to public and private sectors, are establishing a sales force throughout Britain. Aged 25-35, and preferably in a comparable field, you will be responsible for generation of sales activity and company presence in the field. A competitive salary plus car is offered.
Please write to Mr R Clements, Rlor Ltd, Unit 15, Frankley Industrial Park, Tay Road, Birmingham B45 0LD.

Quality Manager

Our client is a long-established engineering company, situated in the North West, engaged in the aerospace and associated fields. They now wish to appoint a Quality Manager who will take over and further develop the total quality function. Applicants should be chartered engineers or engineering graduates who can provide evidence of considerable experience in this field. A thorough knowledge of MOD, CAA and American equivalent standards of Quality Assurance is essential together with the ability to motivate and control a large department.
Applicants, male or female, should apply in writing, including full cv's and an indication of salary required, to Mrs S Reason, Appointment NO 453, Royds Personnel Services, 109 Corporation St, Manchester M4 4DR.
Please list on a separate sheet, any companies to whom your application should not be forwarded.
Royds Personnel Services Northern

Works Manager

Attractive package + car
Essex
GKN Steelsheet has a vacancy for a Works Manager to join the management team and assume full responsibility for the works function in its full rolled operation. The person appointed will have proven management ability in a manufacturing or service-related engineering environment, be highly motivated with an educational background to HNC level.
Applications to Richard Smith, General Manager, GKN Steelsheet Limited, Ariside Avenue, South Ockendon, Essex RM15 5SL. Telephone (0708) 853466.

Regional Directors

Average earnings of £16,000 + car
Phoenix Security Services have quickly established themselves among the leaders in the security business and are currently enjoying tremendous success and growth. We now need local sales oriented managers, who have an aggressive, confident approach to sales to manage existing locations in Watford, Milton Keynes, Bedford and Stratford (E15) and for our new Ashford, Middlesex branch which is opening shortly. Basic salary is £10,000-£12,000 and with bonus and commission average total earnings should easily reach £16,000.
For further details phone or write to John Candell, Phoenix Security Services Ltd, 137 The Parade, High Street, Watford, Herts WD1 1NA. Tel Watford 46969.

Technical Sales

Plascoat International Limited owns a number of trading companies in the plastics industry. We now have two opportunities for Sales Representatives in markets with good potential for growth.

Technical Sales Representative

Speciality Compounds No England
Plascoat Systems Limited need a Technical Sales Representative with proven success in selling to industry. Backed by the company's considerable technical resources the successful applicant will be responsible for selling a wide range of speciality compounds to the plastics processing industry. These include mineral filled, glass reinforced and flame retardant polyolefins and polyamides as well as flexible and rigid PVC. Applicants should have a proven record of industrial selling and a good working knowledge of plastic materials. There are excellent prospects for promotion into management for a person with leadership qualities who can make a positive contribution to the company's ambitious expansion plans. We offer a progressive salary, company car and excellent conditions of employment.

Representative

Plastic Hose
North East
Griffith Creation, Limited need a Representative to promote and expand sales of quality products in the North East where we have a well-established business. We seek applicants with flair for selling, at least two years' success in industrial markets, and ideally with knowledge of hose applications. We offer a progressive salary plus commission, together with a company car and other benefits. Interviews will be held locally. Please write in confidence giving full details of career to date to FA Anthony, Divisional Personnel Manager, Plascoat International Limited, Shearwater Industrial Estate, Albert Drive, Wokingham, Surrey GU21 5RX.

Product Development Manager

Attractive salary
North West
Leaders in the design and manufacture of plant and machinery for the food industry, this major British engineering group needs a talented Engineer to lead a design and development team. The job involves the control of all aspects of product development from customer specification through to final production and testing. Ideally 35-45, and a degree-level Mechanical Engineer, you must have considerable design/development experience involving capital equipment in the food or an allied industry. Knowledge of PLC controlled equipment and electronics is also required together with real managerial skills and potential for further advancement. Excellent rewards and prospects with an expanding group.
Contact Lynne Delaney, PER Warrington, on (0925) 521532.

High-Tech Engineering

Process control specialists with expanding worldwide sales to the power, water and process industries, have a number of vacancies in computerised control and instrumentation.

Senior Design Engineers

To design and develop digital/microprocessor-based products.

Software Engineers

To produce software support for computer-based systems. Excellent prospects and benefits offered to candidates with a degree/HND and relevant experience.
Please write to the Personnel Manager, Babcock-Bristol Ltd, 218 Parley Way, Croydon, Surrey CR9 4HE.

Babcock-Bristol Ltd

Sales Engineer

Aerospace Industry
Competitive salary + car
London & SE
We are market leaders in engineered assembly systems. Currently we are looking for a self-motivated Sales Engineer to sell our established and new products to aerospace and related industries. Ideally residing in the Northern Home Counties, you should have previous selling experience, though more important, as we are willing to train the right candidate, practical experience of design and production in the aerospace industry, possibly via an apprenticeship. The rewards include a first-class salary and commission, company car, contributory pension scheme and for the right person, job satisfaction.
For further details contact Richard Newton, Avel Ltd, Welwyn Garden City, Herts AL7 1EY. Telephone (0707) 28161.

UK Sales Manager

Electro Plating Industry (PCB)

To £15,000
West Sussex
As one of the world's leading chemical supply houses, our client wishes to consolidate and further develop its sales achievements in the printed circuit board industry, by appointing a Sales Manager controlling a UK team of representatives and having significant involvement in the creation of marketing strategies and promotional plans. Applicants should have at least HNC or equivalent, with minimum of three years' sales experience with a supplier to the PCB industry. Management experience will be a strong asset. The attractive benefit package, includes a company car, free medical insurance and contributory pension scheme. The position is field-based but relocation assistance will be provided if the existing location is inconveniently sited for UK access routes.
To find out more about this excellent opportunity, send full cv to Jaqui Hughes, PER, 53 West Street, Brighton, East Sussex BN1 2RL. Please indicate any company to which details should not be sent.

Company Accountant

£10,000 - £12,000
Milton Keynes
My client can offer an excellent opportunity with growth potential. You should preferably be either an ACMA in mid to late 20's with relevant experience or in your 50's with a broad accounting background.
Send full cv to Sue Skidmore, PER, 56 Park Street, Luton LU1 3JB.

Principal Production Engineer

Precision Engineering
South Coast
Vickers Systems Ltd develops and manufactures, on a worldwide basis, fluid power components and systems for industrial, mobile, aerospace and defence applications. Our Havant plant specialises in the manufacture of market-leading hydraulic valves and is due to embark upon a major manufacturing investment programme, which will radically change our machine shop organisation and processes. We are, therefore, seeking an additional Production Engineer to undertake projects associated with these plans, new product introduction, cost reduction programmes and new machines selection and justification. The person we are seeking is likely to be educated to at least HNC in mechanical/production engineering, with a minimum of five years' production engineering experience, which includes the application of CNC and FMS technology to the production of high volume, precision engineered components. The benefits package includes, in addition to a competitive salary level, non-contributory pension, free BUPA membership and relocation assistance. We are situated on the Hampshire/West Sussex border, close to the Solent and the sea can offer a wide range of housing with good educational and recreational facilities. Please telephone or write for an application form to Mr P Hudson, Assistant Personnel Manager, Vickers Systems Ltd, PO Box 4, New Lane, Havant, Hants PO9 2NB. Tel: Havant (0705) 486451.

VICKERS SYSTEMS LTD

Marketing Manager

Beaufort Air-Sea Equipment - part of the BTR Group - is a leading worldwide supplier of survival equipment for military, marine, aviation and leisure applications. Reporting to the Sales Director, the Marketing Manager's major responsibilities will be to identify new market and product opportunities and develop marketing intelligence and public relations services. The vacancy, which has excellent career prospects, will appeal to graduate-level men and women (aged 26-35) with relevant specialist training, and at least three years' industrial marketing experience ideally gained in survival equipment or related fields. Rewards include negotiable salary, car etc, plus relocation expenses. Please send full cv and letter supporting the application, to NC Austin, Personnel Manager, Beaufort Air-Sea Equipment Ltd, Beaufort Road, Birkenhead, Merseyside L41 1HQ.

Sales Professionals

Machine Tools
This client is the British subsidiary of the world's largest manufacturer of machine tools. Their product range, a series of machining centres and lathes controlled by the most advanced computer systems, has been introduced to UK industry by a team of highly successful Sales Engineers. This team now needs expansion and we want to talk to professional machine tool Sales Engineers with proven track records who live in: West Midlands, Yorkshire/NE England, Sussex/Kent/S London, Dorset/Hants/Berks. A vacancy also exists for a Regional Manager - Northern England.
Ring Stuart James on Coventry 52171 for further discussion and an application form, or write to him at The Bertram Group, Coventry Point, Market Way, Coventry CV1 1EA.

Assistant Sales Manager

Negotiable salary + car
Hampshire
This successful company specialises in the manufacture and supply of high quality stationery and teaching aids. They are seeking a potential Sales Manager to assist in the supervision of sales office staff, and control a team of six representatives servicing independent educational establishments. Candidates aged 30-45, with the ability to organise, control and motivate staff, should have a sound educational background with a proven track record in selling high volume consumable items. The negotiable salary and bonus plus benefits present an attractive package. Relocation expenses available.
For an opportunity to progress your career in a friendly and interesting environment, phone Pauline Morgan, PER Southampton, on (0703) 38211.

Commercial Executive

Electronics

Exceptional salary package + car
Based UK
A rapidly expanding high technology company seeks an experienced and committed engineer to assume this challenging role, promoting the company's products to the computer and electronics industry and offering total responsibility from initial quotation stage to customer final acceptance. This will embrace existing customers plus the sourcing of new business throughout the UK and occasionally Europe. Aged 30-45, qualified to a minimum HNC/D Electronics, you must offer experience gained in electronics manufacturing in two of the following areas: R&D, QA, production, sales/electronic component sales. An exceptional salary package is offered plus car and benefits.
Send full cv to Mrs AP Tawney, PER, Cobourg House, Mayflower Street, Plymouth PL1 1SG.

Quality Assurance Manager

High Technology Products

Attractive package
West of Scotland
We manufacture sophisticated implantable electronic systems for the UK and European health care market. Reporting to the Technical Director, this new position encompasses QC and reliability and you will be responsible for formulation and achievement of company-wide quality objectives frequently liaising with our US-based partner/regulatory agencies. With a background in high reliability engineering, you are at least 35 and probably educated to degree level in a scientific discipline. You will have three-five years' management experience in QC/QA and be familiar with quality principles including BS 5750. For the right person, an excellent benefits package will reflect the importance of the position. If you are a seasoned quality specialist with flair for management and organisation, and would like to know more about this challenging opportunity in a progressive growing company, write or phone for an application form to Mark Durband, Costs Personnel Ltd, 155 St Vincent Street, Glasgow G2 5EA. Tel: East Kilbride 38451 (24 hrs).

Sales Engineer

Architectural Materials

£10,000 + car
Corby based
Part of a successful Swedish organisation, Hedenora Engineering Ltd, have a career opportunity for a highly motivated sales professional to sell acoustic flooring materials and other architectural noise control products to specialists throughout the UK. This will involve the preparation of drawings and the negotiation of contracts at the highest level. Although previous experience of building acoustics is preferred, the company will offer complete product training if you have a proven sales record supported by at least HNC qualifications in a relevant discipline. Ideal age 26-36. Excellent rewards and prospects with a progressive and fast-growing company.
Send full cv to Hany Alker, PER, Northampton House, 177 Charles Street, Leicester LE1 1LA.

Planning Engineers

Negotiable salary + car
Norwich
Norwich Holst Plant Construction Ltd is internationally recognised for industrial plant construction and enhancement. The company is currently engaged in a major steelworks development project in South Wales incorporating the installation of reheat furnaces, rolling mills and coil conveyors. Opportunities exist for Engineers to assume responsibility for planning operations to achieve completion dates essential for the success of the project. Applicants must have the ability to produce programmes both in bar chart and network form. Co-ordination of the various aspects of each programme involves close liaison with in-company engineers and clients' planning engineers, therefore, good communication skills and the ability to use initiative are essential. Aged 28+, with an engineering background, candidates must be prepared to undertake contracts throughout the UK.
Send full cv to Diane Patterson, PER, Chestnut House, Charter Row, Sheffield S1 3JB.

Sales Management

Self-Assembly Furniture

West of England & Home Counties
With a fast-growing family-million turnover, Gower Furniture plc is one of the leaders in the highly competitive self-assembly kitchen and bedroom furniture market.
Regional Sales Manager
West of England
To be responsible for the training and motivation of a team of four Area Sales Managers and regulate personally with key accounts - primarily builders, merchants, kitchen retailers, DIY outlets etc. Proven record in sales management essential. Excellent salary plus 2 litre car plus attractive benefits.

Area Sales Manager

West London/SW Home Counties
To sell to the outlets listed above in West London, Hampshire, Surrey, West Sussex and Berkshire. Attractive salary plus car plus benefits.
Both vacancies can only be handled by true sales professionals who can operate successfully in a fast-moving, highly competitive market. Although experience in the DIY furniture trade would be helpful, your sales ability and total commitment to the company's success are more important. Contact Peter Wrigley, Field Sales Manager, Gower Furniture plc, Holmfield Industrial Estate, Harrogate, West Yorkshire HG2 9JN. Tel (0422) 246261.

Gover

MERCK

In the course of further expanding our photo resist programme for the microelectronics industry, we are seeking for our headquarters in Darmstadt, West Germany, an

Application Specialist

for Photo-Resist Technology-Semi-Conductors

The person appointed will be responsible for providing technical support within our international marketing in this specialised market and for providing practical advice in the use of our products to customers. We are seeking a professionally qualified

electronic or chemical engineer or photolithographer

with practical experience in the microelectronics industry. This should have been gained in research or - preferably - in process development or production within a semiconductor production facility.
English will be the language of communication. Knowledge of the German language appreciated. The successful candidate will be willing to travel abroad as required and to devote full time to the position. The employment package will provide comprehensive technical support to local sales staff. A person with flair and ability will find the right opportunity for career development.

Please write with full career details to:
E. Merck, Personalabteilung AT
Postfach 41 19
6100 Darmstadt 1
West Germany

PRODUCTION MANAGER

£ negotiable + Car + Prospects

A major UK producer of plastics components for the building industry is looking for an experienced Production Manager. This Company with its current annual turnover of several million pounds is a self-motivated individual with at least five years experience in a senior production management position, which has embodied modern plastics extrusions and injection moulding processes. The experience should include efficient operation and control of a production unit, cost reduction through implementation of modern control systems and manufacturing technology, and effective introduction of new products.
This is not an administrative desk-bound position but one which will involve practical "hands-on" management experience. Our Production Manager must also have had considerable experience in the processing of rigid PVC and composite materials which are common to the firm at the present time. The employment package will reflect the importance of this position and will apply to an experienced Manager who seeks real freedom to manage within a progressive and creative environment.
Send cv to: P.M. 18702,
Daily Telegraph, London, E.C.4.

We help you find THE RIGHT JOB!

If you are a redundant or 'slightly used' executive or have some other career problem, we can help you by offering a Career Development Service which produces outstanding results. Our unique guarantee assures clients of rewarding careers, obtained mainly from the unpublished job market.
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Cheadle Heath Division

The Two Experts in Sonar

Electronic Design Engineers

Like the Dolphin, our real time action systems are unique... their applications require immediate and positive response in a demanding high technology environment which is continually changing. Our unrivalled success reflects our leading position not only in the field of Sonar but also Data Communications, Trainers and Energy Management... and this will continue with the acquisition of major new contracts.

As we are growing fast... we are seeking to expand our Hardware Design teams with the introduction of talented and ambitious Electronic Design Engineers... at all levels, up to and including Team Leader. To qualify, you must have at least two years' suitable experience in the most modern electronic design applied to specially designed computer systems. This should have embraced digital signal processing, analogue data acquisition, signal conditioning, microprocessor systems and computer interfaces.

The requirements of our present projects will stretch your ability and imagination... so you've got to be good.

Salaries are very realistic and will depend upon the level of appointment you are seeking, upon your ability and your potential to advance quickly within the organisation. Attractive benefits include generous relocation assistance.

GREATER MANCHESTER and CHESHIRE... counties steeped with history, contrast and vitality... reasonable house prices and a better place to live and work.

For an informal discussion please contact me, Colin Roberts, on 061-428 0771 during office hours or 061-428 0194 after 5.30 p.m. and at weekends, or write, giving brief career details, for a recruitment package including brochures, quoting reference 329/142 to: Ferranti Computer Systems Ltd., C. Roberts, FREEPOST, STOCKPORT, Cheshire SK3 0YE

FERRANTI
Computer Systems

Cheadle Heath Division

Also, for additional information see Page 498 on Channel 4's Oracle.

FERRANTI
Selling technology

CORRUGATED PACKAGING

International Paper are looking for a Territory Manager to cover the Yorkshire-Humber, Tees and Tyne area of the Country.

The company operates one of the most successful corrugated plants in the U.K. and has a reputation throughout the industry as a progressive, innovative and profitable organisation.

Ideal candidates would have had several years' experience in the corrugated or allied fields but applications are welcomed from people who believe they have the ability to progress in what is a highly competitive market.

The package offered is generous - comprising salary, pension scheme, BUPA cover, Granada motor car, etc. etc. In return, the successful male or female applicant would need to be a skilful negotiator, be aware of potential markets and competent enough to link quickly into a professional selling organisation.

Applications, in writing only, to Mr. W.J. Pary, Personnel Manager.

INTERNATIONAL PAPER CONTAINERS (UK) LIMITED

Road Three, Winsford Industrial Estate, Winsford, Cheshire CW7 3RL

ACCOUNT EXECUTIVES

Gentle Data the Computer Supplies Experts have NEW APPOINTMENTS for salespeople in Central London.

£8,300 MINIMUM on target earnings in first year + company car and expenses. Age 21-28 with some sales experience in a related industry preferred.

Call Linda Johnson On 01-556 8181

GENTLE DATA LIMITED

A TOTAL SELECTION SERVICE

Works Manager

The North East
£20,000

This new position carries total responsibility for production in a highly automated unit producing high volume electronic assemblies. Recent years have seen considerable capital investment which will continue and ensure that expansion is based on the most advanced automated production and test methods, giving guaranteed output and sustained high quality whilst reducing production costs.

Aged up to 45, it is likely that you will have formal engineering qualifications. You must certainly have proved your ability as a decisive results oriented manager in a similar high-volume, automated production environment with your successes based on skilled staff motivation and utilisation.

The rewards will include a substantial salary and other benefits reflecting the seniority of the position.

Write with full career history to David Owens, Divisional Manager, PER, Management Selection, Head Office, Moorfoot, The Moor, Sheffield, S1 4PD.

Works Manager - Director Designate

Midlands

Gear and Transmission Engineering

To join a well established precision engineering Company, presently employing around 100 in the specialist design and manufacture of gear and transmission units.

As Works Manager you will have full responsibility for the day to day running of a small batch production operation. It will specifically involve improving operating efficiency, plant appraisal and pay negotiations.

The selected candidate will probably be over 40 years of age, an effective man-manager with proven technical skills. Previous experience of gear and transmission engineering is vital. A determined and positive manager, coupled with a sound commercial background, would also be an advantage.

An attractive salary will be offered to a candidate with the required expertise. Other benefits include Company Car, relocation assistance where necessary and the opportunity for a future Board appointment.

Write with full C.V. to Wayne Travis, PER, Management Selection Division, Northampton House, 177 Charles Street, Leicester LE1 1LA, or telephone Leicester (0533) 551418.

Production Leader

Livingston

W. L. Gore & Associates (UK) Ltd., are part of a world-wide multi-national operation in high technology areas, manufacturing a multitude of products for a number of different markets.

Based at our fabric facility in Livingston you will be responsible for heading a small but enthusiastic team involved in the manufacture of Gore-TEX fabric.

Candidates, aged 30-40, should ideally, although not essentially, be qualified to degree standard in production or management studies. You will also have a proven track record of leadership in the textile, packaging or plastic film industry and be capable of fitting into our informal management structure; the key requirement being commitment, energy, enthusiasm, self-motivation and management skills.

The attractive benefits package includes negotiable salary, profit-linked bonus and share participation scheme, free BUPA membership and relocation expenses where appropriate.

For further information and to make application, please contact: Dennis Mitchell, PER, Management Selection Division, 2-3 Queen Street, Edinburgh EH2 1JG, Tel: 031-225 2736.

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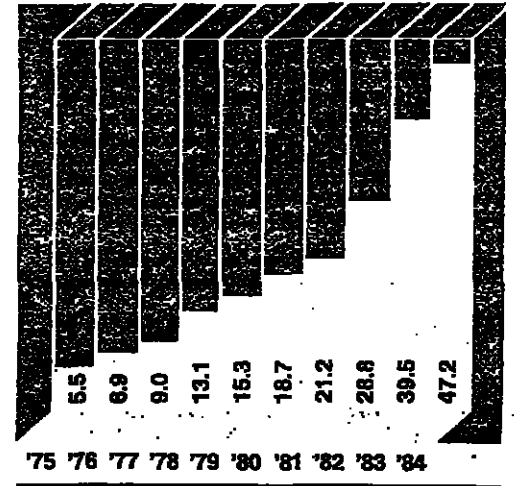
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SALES ENGINEERS

EUROPEAN SALES (£million)



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IT NEEDS PEOPLE WHO CAN
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MOVING IN. TO A HOUSE THAT WILL REALLY BE A HOME

THE wooden boxes are being stacked in the hall again, and I will spend the afternoon painting out "Catterick" and stencilling in our new destination. This will be our sixth home in four years of marriage. But this time there is a special excitement because it will be a home of our very own.

An Army house is usually extremely convenient to live in—fully furnished, everything in good repair—but there is always something slightly uncomfortable about it, because of the pace associated with the inspection it will undergo when you leave.

Army wives spend a great amount of time preparing for, talking about, swapping hints on and

agonising over, the "march out."

There is a tremendous tradition behind it all, complete with its own folklore: pieces of cloth tied to string to clean in between radiator slots, tinted toothpaste to fill in holes caused by picture-hooks in walls, cotton buds soaked in bleach to scour the tiniest corners of the dismembered cooker.

The necessity of this last looking like new when the house is handed over tends to restrict cooking possibilities and one of the joys of a house of our own will be properly roasted meat, browned without foil on top.

An incoming tenant was genuinely shocked when she discovered I had not removed and polished

By

Joanna Bogle

each of the stair rods: "Those rods are brass and they should shine like brass. They need to be unscrewed, cleaned and replaced individually. I'm telling you this for your own good and I know you won't mind."

Part of the tradition is that you always complain about each house into which you move ("Is this her idea of cleanliness? Humph, it certainly isn't mine") while emphasising that you left your own in immaculate condition.

Having spent the last two years of marriage in private rented accommodation, in one case sharing a bathroom and kitchen with another couple, my

own expectations were not high and I slightly shocked everyone by saying how extremely attractive, clean and pleasant I found our first Army quarters.

This was not the right thing to say: you are expected to claim it is too small, inconvenient, grubby and not up to standard.

All this often gives you a distorted impression of what actually constitutes a home. Being jerked back to reality is sometimes a necessary experience. After one particularly difficult handover, I flew to Britain and while waiting for my husband to join me was invited to stay with young relatives who happen to live conveniently near the airport.

There was a tiny terrace house opening directly on

to the street. It contained the young couple with two children, plus granny, who was staying for a few days to help with the new baby. I had to sleep on the sitting-room floor with my head up against the front door.

Things were, to put it mildly, crowded, and I daresay it had been some while since the radiator slots were last scrubbed.

But what a welcome awaited me as we gathered round the table for tea, and a large iced cake was brought in, with "Welcome Home" on it, and a union flag.

That family has since moved to a larger house, which we helped them to restore and redecorate. Of course, we almost rejected the place out of hand because of the con-

dition of the stair-rod," they told me, straight-faced. Already my experiences have become family legend.

And now, at last, we face the prospect of our own home, where the rug that travelled back with my husband from Australia and the books that we acquired in London, and the framed print of Berlin's Brandenburg Gate, and the jams and jellies that I made from this year's fruit crop in Yorkshire will all find a place.

One thing that moving has taught me, however, is that real homemaking can be done anywhere. It has got something to do with putting your own stamp on a place, however briefly: flowers in a vase, favourite books to hand, a table laid with space for a visitor.

I would like to hope that we will be friendlier to neighbours than we have been when we have been so temporarily resident in different places, and that perhaps I will develop into a more creative cook—or maybe even get interested in home decorating.

It will be marvellous to be able to discard all the boxes and packaging that we have had to perforce cart around with us. Our things have gone back half a dozen times into their original wedding-present boxes, some of which still bear the original tags and string: "Wishing you all the best in your new home."

There have been so many new homes. It is lovely to think that this next may be a more permanent one.

EATING IN WITH BON VIVEUR

For that special dinner, a menu with a difference

COOKING for Christmas is, for many, more than just stockpiling furiously and then using up everything over the holiday.

There are people who for some reason—like travel, health or profession—are compelled to celebrate with special meals outside this limited Christmas period. So we have planned an "eat-when-it-suits-you" Christmas menu without infringing on any of the conventional dishes.

There is Curry and Apple Soup, subtle and marvellous, a Robert Carrier and Paul Lewis joint creation

which is a great success in Paul's Bar's restaurant. This can be served hot or cold.

Then we propose a couple of variants on one great classic, made originally with goose and called Confit d'Oie. We offer a more modest gastronomic theme with a brace of ducks or four fat pork fillets. Both follow exactly the same recipe procedure. In Gascony and the Haute Savoie, prudent housewives make their confits at the onset of winter and store them in a very cold place. We freeze our potsful, ready to excavate and finish off at speed.

Finally we suggest a Fruit Garland, a ring of savarin au Rhum with fruit confits, which resembles a shiny edible garland with a truly Christmassy flavour.

FESTIVE MENU

Curry and Apple Soup
Confit de Caneton sur Croûte
Pommes Rissolées au Fromage
Green Salad
Fruit Garland
Sabayon Sauce

For side accompaniments, the soup needs a dish or platter of little savoury nibbles made from trimmings of puff pastry, rolled up over slivers of salt fish, from smoked salmon and trout to eel and herring. The 1½ in long mini rolls should then be egged, sprinkled with finely-chopped nuts and baked one shelf above centre for 4 to 6 mins at 450°F (Gas 7½). They are delicious, so make plenty.

For the main course, we shall serve Pommes Rissolées au Fromage, if only for absorbing the gorgeous confits sauce and also serve an additional green salad.

THE RECIPES

CURRY AND APPLE SOUP

INGREDIENTS: 1 large baked Bramley apple; strained juice of 1 small lemon; 2oz butter; 3 small, peeled shallots, chopped finely; 1 flat teaspoon curry paste (not powder); 1 pint hot chicken stock, strained and well cleared; 5fl oz single cream; 1oz butter; 1oz corn-flour; salt and pepper.

METHOD: work the 1oz butter and cornflour with a small knife tip to form a roux. Roll into little balls and set aside. Melt the 2oz butter and when "singing," add prepared shallots and stir/fry with apple pulp, which has been cleared of all core and skin. Continue until onions are completely soft but not browned. Stir in the curry paste, work up with the little balls of roux manie (butter and flour balls), over low heat, stirring for 2 to 3 mins. Blend with the chicken stock and lemon juice. Stir in the single cream, taste, correct seasoning lightly with salt and pepper, serve piping hot or iced chilled. Garnish each serving with a mere thread of fennel leaf.

CONFITS DE CANETON

INGREDIENTS: 2 plump ducks; 2½lb unsalted pork fat; two 8 in long sprigs of rosemary; 10fl oz cold water.

METHOD: cut clean through the ducks, bone and all, from vent to neck end. Divide each half into three portions. Rough-cut the pork fat and any piece of duck fat adhering to the interior of the birds. Place in a roasting tin or casserole and add the rosemary and water. Cover securely and render down in the oven, one shelf below centre, at 300°F (Gas 2). Strain and return liquid to the chosen roasting tin. Discard any little shrivelled scraps and the rosemary. Plunge in the duck pieces until covered by the liquid fat. Cook, in the same oven position and temperature, for 1½ hours. By this time the water will have evaporated and the duck pieces will be completely immersed in the rosemary-flavoured fat. When cold and set, freeze until required.

CONFITS DE CANETON SUR CROÛTE

INGREDIENTS: 12 croûtons; 12 pieces of preserved duck; 3fl oz brandy or armagnac; salt and pepper; 25fl oz Special Stock; 8fl oz double, or whipping, cream.

METHOD: excavate the fat-heavy duck pieces. Place each large thick frying pan over a very low heat, turn over duck about 4 mins. To remove pieces of all surplus fat. Season lightly with salt and black pepper. Squeeze over the duck pieces the brandy or armagnac and pour off the alcohol has burned out and flavour has burned in. Swirl with the Special Stock, stir round, then stir in the cream and allow to bubble and boil for about 5 mins. Lift each duck portion on to a croûton, spoon some on to a croûton and send to table sauce over and send to table with a tuft of watercress tucked into one side.

NOTE: when preserving Con-

fit de Porc, just substitute 4 fat pork fillets, each cut into three portions, otherwise change nothing.

SPECIAL STOCK

INGREDIENTS: 30fl oz pork bone stock; 1 chopped stick of celery, including the blanched top tuft of yellow green; 1½ oz soy sauce; 5oz sieved, skinned tomatoes; 1 bouquet garlic; 5fl oz red wine; salt; 1 bay leaf; 4 peppercorns. METHOD: place the cleared stock in a roasting pan, add all given ingredients except salt, raise to boiling, level off heat to achieve a gentle simmer and maintain until only 1½ pints remain. Add salt to taste, then strain.

CROÛTONS

INGREDIENTS: fat in which preserving was done; one or more sandwich loaves, with crusts removed; 2 No. 2 eggs; 4 tablespoons milk.

METHOD: cut the bread into minimum 1½ in deep slices. With a small, sharp knife, excavate the inner crumb carefully so as to leave a three-quarter inch hollowed interior and a half-inch wide rim. Heat fat in deep pan until slightly smoking. Whip eggs with milk and at moment of deep-frying, draw each prepared croûton through the egg mixture. Set on a metal sieve and slide into the hot fat, where each one will puff up and turn a rich golden brown. Insert a portion of chosen confit into each.

POMMES RISSOLÉES AU FROMAGE

INGREDIENTS: 2½lb jacket-baked potatoes; 2 small egg yolks; 4 tablespoons double cream; salt and black pepper; fine soft bread crumbs; 1 beaten, strained egg; 2oz grated Parmesan cheese; 2oz grated Gruyère or Emmenthal cheese; fat to fry; flour.

METHOD: scrape out the fluffy potato from jackets, beat in egg yolks, cheese and cream, taste and correct seasoning with salt and pepper. Slip into refrigerator to firm up this paste. Roll into rissole shapes in a light dusting of flour. Draw through beaten egg, turn in fine soft crumbs until completely coated. Tip remaining crumbs into a plastic box. Lay in the rissoles, leaving a fraction of space between each and if making two layers, put some greaseproof paper between and sprinkle over more crumbs. Cover and freeze. Cook while not quite thawed by sliding into deep fryer of very hot oil until richly golden browned.

FRUIT GARLAND

Try to bake this in a real savarin mould, with a hollow in the centre.

INGREDIENTS: 1oz baker's yeast; 1oz castor sugar; 2oz flour; 5fl oz blood-thick milk; 10oz sifted self-raising flour; 1oz castor sugar; 1oz butter; 3 No. 3 eggs; 3oz sultanas; sieved apricot jam; crystallised fruits or glacé fruits and softened angelica.

METHOD: to make yeast ferment, dissolve yeast in milk with sugar then work in the 2oz flour until absolutely smooth. Leave undisturbed

until fermentation is complete. Tap bowl to knock back and use. Rub butter finely into flour and add sugar. Make a central well, tip in ferment and beat, adding eggs singly. Stir in sultanas. Scoop into a well-oiled savarin or ring mould, ease out until level all round and a shade less than half-filled. Stand on top of cooler with oven at 430°F (Gas 7½). Cover lightly with a cloth and leave until mixture has risen to the mould's rim. Place on a metal baking sheet. Bake in oven at 425°F (Gas 7) for 14 mins., one shelf above centre. While baking, make the special syrup and have simmering in a large saucepan. Lift mould from oven and immediately plunge it into the special syrup. Leave until completely soaked. Lift out and invert on a large, flatish dish. When cold, brush with sieved heated jam until very shiny. Stab the top lavishly with halved, crystallised fruits and cut out "leaves" of angelica, softened in boiling water, or use sweetshop crystallised pineapple pieces and green and red glacé cherries with angelica leaves. When pudding looks like a Christmas garland, brush all over once more with remaining apricot jam. Hand sauce separately.

SPECIAL SYRUP

INGREDIENTS: 5fl oz rum or brandy; 2 pints boiling water; 1lb granulated sugar.

METHOD: stir sugar into water until completely melted. Raise to boiling, simmer 5 mins., stir in chosen alcohol and use.

SAUCE SABAYON

INGREDIENTS: 4 No. 3 egg yolks; 4 half eggshells of sweet white wine; 1 tablespoon water at blood heat; 4 rounded teaspoons castor sugar; 5fl oz fairly stiffly-whipped cream.

METHOD: whip yolks with sugar until they become a pale froth. Tip wine and water into top of double saucepan over hot water in lower pan. When wine and water have warmed through, turn in yolks and immediately start whipping with a rotary or hand electric whisk and whip at full speed until the pan contents rise up, double in size and resemble a velvety foam. Stop whipping long enough to plunge the upper pan into an outer bowl of iced water and whip on again down to blood heat. Whip in the cream and re-ignite to hand separately.



SETTING THE SCENE

CHRISTMAS-party tables deserve glamorous settings, writes ANN CHUBB. The latest are in stunning combinations of black and silver, sometimes with an added touch of mirror glass, all with a distinctly Twenties air. Imagine mirrored tablemats; for instance, (not shown), set with black napkins in black bow-tie rings.

For the more traditional tables, there are softer, prettier gold and white combinations which co-ordinate right through from star-spangled candles to matching paper napkins.

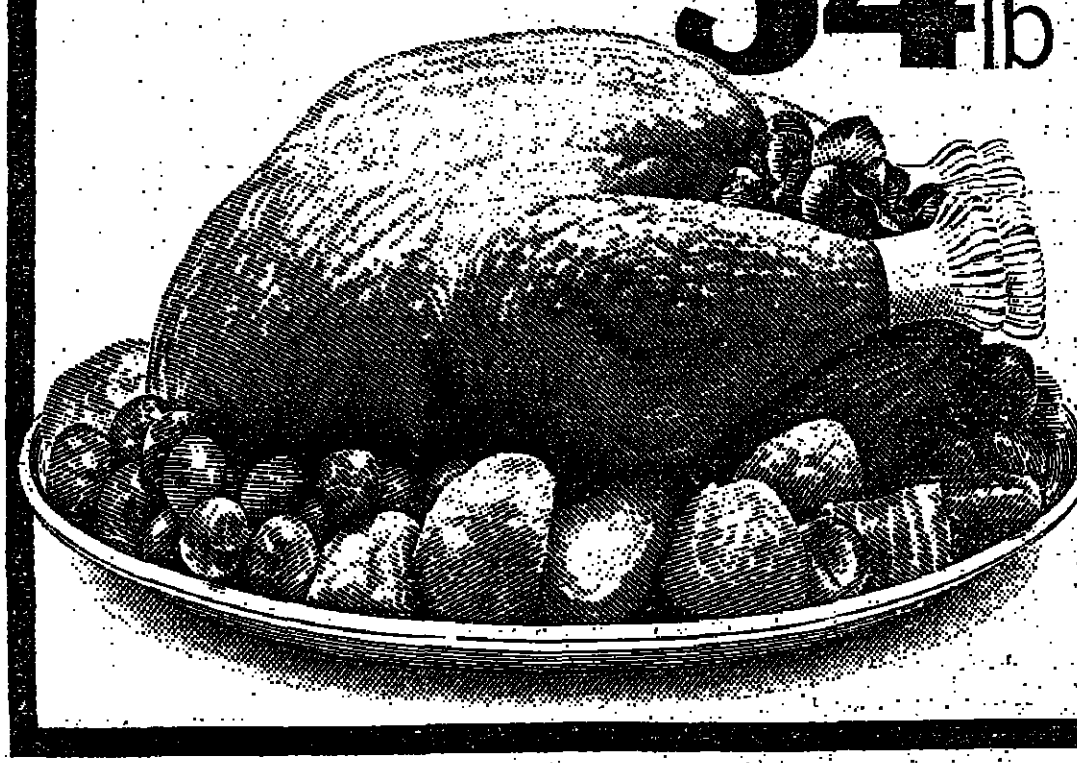
PICTURED (by KENNETH MASON) from top left, clockwise: quilted white table-mat printed with tiny gold hearts £3.75, golden flower ring £1.65, thin gold candle 95p, all from Harrods; Way In, Knightsbridge, London, SW1; black Perspex cocktail glass £3.50; mirrored table napkin ring £2.25, bow-tie napkin ring £2.20, all from Harvey Nichols, Knightsbridge; white paper napkins with gold stars £1.10 a pack from Harrods; Way In; black Perspex nutcracker £3.50; cork-screw, £4.25, under everything, silvery shell tablemat £8.95, all from Harvey Nichols.

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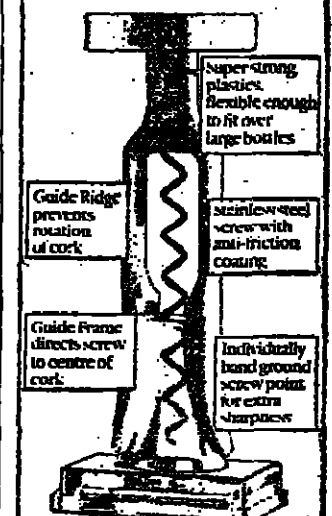
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MISPLACED COMPASSION

"GREAT RESENTMENT will be felt in my constituency that less money is being spent on them," responded Mr ANDREW BENNETT, a Greater Manchester Labour MP, to the marked reduction in regional aid announced by the Government yesterday. Like apple-cheeked 18th-century Whig members for rotten boroughs, MPs lined up before an imperturbable Mr NORMAN LAMONT, Industry Minister, holding out the offertory bowl. Tories as well as Socialists still seem disposed to seek regional remedies to the problem of unemployment whose causes are very largely global and national. Historic habits, especially bad ones, die hard.

Of all the economic policies fathered since 1945 by misplaced compassion, regional assistance has probably been most wasteful. In the 1970s, it created just 500,000 jobs at a cost of around £35,000 each. It has laid the dead hand of State dependence on areas covering some 27 per cent of the working population, and divided society into regions of free enterprise and economic morbidity. It has shuffled jobs which would anyway have been created in, say, Bristol across the Severn Bridge into South Wales. It has subsidised capital expenditure which would have been privately financed and, most notoriously of all, created large capital projects in far-flung areas of Scotland which have been subject to consistent loss and early mortality. It has attempted to defy by artificial subsidy the natural trend to found new business in areas of skilled labour availability, good transport connections, lack of trade union militancy and attractive surroundings—all of these being factors behind the Silicon Valleys springing up along the M4 and in Devon and Cornwall. In short, it is highly expensive and inefficient.

In present circumstances, the decision to cut regional aid by nearly half in real terms by 1986-87, and to reduce those areas receiving automatic grants to just 15 per cent of the working population, is to be welcomed as radical action. Total abolition should logically follow at the earliest political opportunity.

LORDS ON THE BOX

THE HOUSE OF LORDS, seen in some quarters as the bane of this Government, has voted by 113 to 66 to allow the televising of its proceedings for an experimental period of six months from January. Possibly their Lordships would have voted this even were they still gnashing their teeth in the outer reaches of politics. As it is, their vote can be seen as an assertion of the belief that what goes on now in the Lords is of great importance to the nation.

But setting questions of vanity aside, it also seems that most peers genuinely believe that without television the democratic process is somehow obscured. This, as Lord CHALFONT said in Tuesday's debate, can hardly be the case when there is an Official Report, a Press gallery and sound broadcasting. If there were to be a television channel devoted to televising the Lords 24 hours a day it is possible that democracy would be well served. This, however, is not to be the case. The television cameras and editing machines will be in the selective hands of producers whose first aim is unlikely to be the service of democracy. In this world the camera nearly always lies for at least some of the time.

The House of Lords is particularly vulnerable because even in its new-found role it could not supply the popular appeal of a Channel Four soap opera. This is of course greatly to its credit. Government should not be wildly excited. The trouble is that television producers cannot afford to be interested in what will seem boring to the Great British Public. If therefore they do not wish to be sacked they will have to concentrate on those eccentric features of their Lordships' behaviour which are likely to be most entertaining. One is not thinking merely of snoring bishops and earls with ear trumpets. There will be a tendency to dwell on those characters, to be found even in the noblest institution, who are more than willing to make an ass of themselves in public. The techniques of television will not bring forward the best people and the House of Lords will not be quite the same place at the end of its six months' experiment.

CHILE'S STATE OF SIEGE

GIVEN THAT PRESIDENT AUGUSTO PINOCHET had imposed yet another state of siege in Chile, it was predictable that troops and tanks would be deployed on the streets of Santiago and elsewhere and riot police would crack a few heads of students and other demonstrators trying to mount a two-day protest against military rule. The immediate outcome will surely be victory for Gen. PINOCHET while his opposition runs for cover and licks its wounds. But this was the first mass protest by opposition groups, and particularly by the National Workers Command backed by the Communists and centre-Left, since the General imposed a state of siege three weeks ago to counter violence against his 11-year rule. It could just possibly be argued that he had some justification—this year alone there have been some 300 bomb incidents and several policemen have been killed or wounded. But the fact of the matter is that throughout Gen. PINOCHET's years of power there have only been a few months free of either a state of siege or emergency. Perhaps this is why he has survived.

The General, and Chile, have had some very good years since the bloody coup against SALVADOR ALLENDE, the first-ever elected Marxist President. There was an economic miracle. PINOCHET brought stability and prosperity to all but the very poor. Those days are gone, and Gen. PINOCHET must know it, and there is no point in his blaming it on the decline in the copper price and on high American interest rates. He now appears to be creating another miracle in Chile by uniting Chileans across the political spectrum in favour of change. It is no longer thought that he can misrule Chile until the end of the millennium. Last year he weathered protest by some clever footwork and saw off the opposition with a mixture of concessions and repressions. Now he is having to deal with a growing sense of frustration about his promises of "liberalisation" and the old tricks no longer suffice. Elsewhere in Latin America of late, particularly in Uruguay and Argentina, the movement is away from unpopular and incompetent military régimes. Gen. PINOCHET is isolated as never before.

The cost of Livingstone

THERE have been few Government proposals that have generated so much media activity as the Bill to abolish the GLC and the six Metropolitan County Councils.

Apart from radio and television interest, there has been a quite exceptional political advertising campaign. The authorities concerned have not hesitated to use the finest advertising agencies, lobbyists, plastic bag and badge makers and printed material by the ton at vast public expense to promote their cause. The GLC is spending £7 million on propaganda alone this year. Mr Livingstone in a television debate with me claimed this sum was "peanuts," yet it hardly seems so compared with the City of Durham's total budget of £51.5 million this year.

Does he not realise that £7 million will provide about 4 million Meals on Wheels or keep 620 patients on a kidney machine for a year? The effect of this heavy weight of propaganda is that it has obscured the real issues and the benefits arising from abolition. So let me spell these out.

The first benefit is the localisation of local government. Councils work better if they are close to the people they serve. Local needs are seen more clearly and met more effectively and more humanely at a local level. The GLC and the six MCCs are large, remote and costly organisations. The GLC has 92 councillors but it is the 1,914 London borough councillors who are much closer to the people they represent, and the same is true in the MCCs which have 600 councillors whereas their Metropolitan districts elect more than 2,400. These local councils are more accessible, more accountable.

Since it was set up in 1965, the GLC has steadily lost functions to other bodies and now accounts for only 11 per cent of current expenditure on local services to London ratepayers. The equivalent figure in the Metropolitan Counties is just over 25 per cent. There has always been a tug of war between the large Met. Counties and the borough and district councils and it is these smaller councils that have been steadily winning that war.

THE GLC used to be the largest landlord in the western world but Desmond Plummer and Horace Cutler set about transferring the flats and houses to the London boroughs who have proved to be much better landlords. The GLC no longer has responsibility for sewage disposal, the London ambulance service or London Transport. The only London-wide service which Londoners see from time to time and which the GLC still provides is the Fire Brigade. All this has led to the GLC and the Met. Counties trying to invent roles for themselves. The GLC's foreign policy calls for the reunification of Ireland and the renunciation of nuclear

weapons. They also want political control of London's police. The MCCs and the GLC have declared themselves "nuclear-free zones" and make only minimal provision for civil defence.

The GLC has also supported a vast array of strange causes including political groups sympathetic to the Labour party; for example, the London Region CND, the Labour Research Department, the Campaign to Curb Police Powers.

In effect, the GLC has directly funded a whole constituency of Left-wing political activists which can be called on for support. When it comes to patronage, Mr Livingstone is today's version of the Duke of Newcastle.

The Women's Committee has a budget which is three times that of the Equal Opportunities Commission. How many ratepayers, if asked, would support this enormous municipal merry-go-round? The reality is that they have not been asked or consulted and the true slogan for the GLC is "you don't have a say, you just have to pay." And how the London ratepayers have paid! I think we

KENNETH BAKER,

Minister for Local Government, re-states the case for abolishing Metropolitan councils and the GLC

should publish a "Cost of Livingstone Index." This would show that in three years he has nearly doubled the GLC's expenditure and it has grown four times as fast as other councils. It would also show that rates have gone up by 102 per cent.

Secondly, I am quite convinced that the London boroughs and the Met. districts will carry out more efficiently the duties and responsibilities devolved to them. The Tory councils openly say this and many Labour ones do as well but some cannot admit this openly yet. I am confirmed in this view by the fact that the Labour party has said that it does not intend to restore the six MCCs. That has really knocked the stuffing out of the Met. Counties' campaign to fight for survival.

Abolition opponents have claimed that there will be a proliferation of unelected quangos taking over functions with very few going to the boroughs. This is nonsense. Seventy five per cent of the GLC's expenditure will go to the boroughs. In London there will be only one statutory joint authority, for the Fire Brigade.

In the Met. Counties we are proposing statutory joint authorities for fire, police and public

transport, run by the districts in the area and composed of elected councillors. These are not quangos and no one should forget that there are in local government several examples of joint authorities, for example the Thames Valley Police Authority, which work very well.

We recognise the need for a strategic overview for land use planning. In London we propose to set up an advisory body, the London Planning Commission, for this purpose. Education in London will also be the responsibility of a directly elected LEA.

Thirdly, there will be substantial savings as a result of abolition and we are determined that ratepayers will benefit.

Two levels of savings can be identified. First, £100 million from rationalisation. The GLC, for example, has 60 committees, sub-committees and panels, which is double the number the Conservatives had. All these need staffing.

There will also be savings as a result of the discretionary spending power of the abolished Councils disappearing. One immediate result of this will be the savings from ending Mr Livingstone's political campaigning. There will also be the proceeds from the sale of surplus property. The sale of County Hall could realise more than £100 million for Londoners and a saving on the rates of several million pounds a year.

Secondly, substantial further savings are expected as Metropolitan districts and borough councils absorb functions and provide them more efficiently. This will depend upon how the boroughs and districts will handle their new responsibilities. Four of the London Conservative boroughs have estimated that rationalisation or other savings could be as high as £200 million a year but this is essentially savings that they will have to deliver.

THERE'S no doubt that the certainty of abolition has galvanised the GLC and Metropolitan County Councils into finding a rôle—that of trying to save themselves but also preparing for some sort of afterlife. Mr Livingstone is reported to be planning for some sort of GLC in exile. He has accepted defeat, but I don't think that many would envy him the rôle of a latter-day Lazarus.

I understand that there are some who feel that London needs a directly elected strategic authority—a mini-GLC. I do not believe there is any need at all for such a body which would have no functions to justify its existence or the elections to it. The GLC has always been a failure as a strategic authority and its failure to act on roads and the planning for Docklands show that very clearly. Historically there has never been any body that has spoken for London. London has many voices for it is a wonderful mixture of widely diverse people and places.

LONDON DAY BY DAY

November '84 for a Day of Action on the day of the full council meeting, to be held on Friday 16 November, 1984—we should stop work for the day and attend a mass lobby/rally at County Offices in Lincoln to show the County Council we are a hardworking responsible workforce and we expect that County Council to act like responsible employers."

A Roosevelt remembered

POLITICAL LUMINARIES, including Edward Heath, Michael Foot, Roy Jenkins and Barbara Castle, joined American friends and relatives of Eleanor Roosevelt to commemorate the centenary of her birth at a seminar on human rights, held at the Banquet Hall in Whitehall last night.

FDR's widow, whom President Truman once called "the First Lady of the World," was also an active politician in her own right who vigorously championed the cause of human rights. In fact, as Truman's appointee to the American delegation at the UN General Assembly, she helped in the drafting of the Universal Declaration of Human Rights.

She was also a formidable supporter of civil rights in America who successfully lobbied Democratic politicians in New York State to give equal treatment to blacks in the area of public housing. She once reduced a grizzled power-broker to protesting that "I'm not a communist" when she found out he was trying to tapdance on a blacklisted name.

Catching a Bream

THE GUITARIST Julian Bream well remembers being the subject of Michael Taylor's portrait which was unveiled yesterday at the National Portrait Gallery if only because the commission—a John Player sponsorship—began shortly before Bream damaged his arm in a car accident earlier this year.

The portrait, which is to join other contemporary paintings of such diverse personalities as Lord Butler, Lord Olivier and Paul McCartney



Fretful expression.

represented something of a challenge to an international musician because as Taylor pointed out, Bream was practising scales "getting my arm back into fettle" before setting off on his 26th tour of the United States.

At the unveiling, Bream evinced some scepticism that he looked quite so grim when he was playing. "Yes you do," said Taylor. "Quite often, even more so."

Sensitive Royal

THE RADICAL Theatre Royal at Stratford East which has staged countless plays of anti-establishment plays, including the famous "Oh What a Lovely War," is particularly sensitive to criticism itself.

Having invited author Michael Corder to write a "warts and all" history of the 100-year-old theatre, the management is now upset by the results and is refusing to sell the book on its premises.

In particular they objected to two photographic captions which resurrected the memory of artistic failures, especially one about the work of the thin-skinned socialist Barry Keefe whose next play will be staged at the Theatre Royal in the new year.

Corder's own comment on the latest farce running at the Royal: "It's ridiculous that the theatre which wants to bring down governments and change society won't stand for a little criticism."

Raw tale

ONE HUNDRED years ago this month the last case of cannibalism to cause a public furore in this country passed into legal history.

Shipwrecked in the South Atlantic, the four-man crew of the yacht Mignonette drifted for 24 days without food or water in an open dinghy. Finally, the captain, Thomas Dudley, and his mate, Edwin Stephens, killed the ailing cabin boy, Richard Parker, 17, and ate parts of him.

Ultimately rescued by a German barque, the two seamen—who were charged with murder at Exeter Assizes—were sentenced to be hanged but were later set free in May, 1885. Kate Dunn, curator of the Falmouth Art Gallery, which was recently the scene of an exhibition about this celebrated case, tells me that the third crew member, Edmund Brooks, was never tried because he was against the killing—a scruple which did not prevent him from taking part in the grisly feast.

All Greek to them

IN A REVIEW of a Chopin evening put on by the Haslemere and Gray-shott Recorded Music Society, the Haslemere HERALD reported last week: "The story of Chopin's music began with a Polish and ended with a Musaka."

PETERBOROUGH

The shepherd and his sheep

From the Marquess of LINLITHGOW

SIR—Sooner or later the civil war in the coal mining industry will be over. There is far too much being written and said about "legacies of bitterness" and of families split from within, and from each other.

The press and television have been very steady. They realise as does everyone else that within 24 hours of a settlement, the matter is no longer news.

They who, I have learned to appreciate, realise that the matter concerns one of the most loyal and brave sections of a loyal and brave country, one of whose courageous virtues is to forgive and forget once the battle is finished, I have no doubts that the mining communities can be relied upon to heal the wounds of conflict.

I find myself far more concerned with Church leaders, both Protestant and Catholic—although not scrupulously fair, let me refer to "The Bishops."

For reasons not entirely of their own making they know they have lost the main reef of communication between themselves and their flock. Civil strife has opened up an abyss of approach and they have stepped upon it, crook, nitre and pulp.

As a confirmed Christian by experience and dogmatic definition let me recommend to them the experience of Bo-Peep. "Leave them alone and they will come home," provided that is the Bishops remain dedicated Shepherds and refrain from joining the Sheep management consultant lobbies.

LINLITHGOW

London, S.W.3.

Advice to a bishop

From His Honour

R. M. A. CHETWYND-TALBOT
SIR—At the time of Catholic emancipation the then Bishop of Salisbury gave the Duke of Wellington much advice. On March 20, 1829, the Duke wrote to the Bishop in these terms:

"As your Lordship is so kind as to give me your advice allow me to give you a little: that is to reside in your Diocese: to attend to the duties of your high, important and sacred office... and your Lordship may rely upon it that I will do more to prevent the establishment of Popery and Dissent... than you ever will do by your political writings."

Would the Bishops of today be well advised to heed that excellent advice?

R. M. A. CHETWYND-TALBOT

Bridgnorth, Salop.

One solution

SIR—I sometimes wish that the Bishop of Durham could swap jobs with Mr Scargill. He would then be able to initiate the compromise he recommends between the Coal Board and the Miners' Union, while Mr Scargill could sit tight in Durham, holding forth, indefinitely, on the subject of the Virgin Birth.

WILLIAM DOUGLAS HOME

East Meon, Hants.

The future of the Falkland Islands

SIR—As one whose grandparents were pioneer settlers in the Falklands, with my mother's family still very much resident in the islands, and who was senior chaplain at Christchurch Cathedral, Stanley, from 1966 to 1970, when it was obvious that the Government was about to sell us down the River Plate for a cube of Oxo, I read Mr George Robertson's letter (Nov. 25) on relationships with Argentina with great interest. It calls for a reply.

I have spent the years since 1966 putting the "Kelpers" point of view which so often goes by default.

With all Falkland Islanders I pray for and desire a solution to the Malvinas question as much as anyone, but it must be a solution which is fair and agreeable to Falkland Islanders who wish to remain British.

It does us well to recall that, per capita, the Falklands gave more of her sons in defence of freedom and of these shores in two World Wars than any other Commonwealth country.

Mr Robertson writes about financial advantage, realising any change in government policy. Every per cent of all British Government expenditure dedicated "Falkland Islands" is spent in this country bringing much needed employment to the working people of the United Kingdom.

For more than a century the cash flow has been all one way and successive British governments, and therefore this nation, have profited from the efforts of hardworking Falkland Islanders. This was financial advantage but it was, it is, and it will be, a disadvantage to the Islanders if we should now make good our deficiencies of the past by a massive programme of investment in the islands.

The Falkland Islands waters teem with fish which are being commercially caught by Japan, Poland and Russia. There is undoubtedly oil in the offshore

Student grants at home and abroad

From Mr GEORGE GARDINER, M.P.

SIR—Many of your middle income readers with sons or daughters at or approaching university will agree with your judgement (leader, Nov. 27) that a system of student loans would be preferable to the punitive increase in their parental contributions proposed for 1985-86. Some of us, in fact, would prefer a basic grant topped up by loans.

But many will challenge your conclusion that a Conservative party believing in "the enhancement of personal provision in preference to the centralised allocation of resources" should not shrink from caning so many of its supporters in this way.

Miss Margot Norman, in her informative article relating to the Department of Education's calculation, based on 1973, that while we were paying mandatory student grants of £1,055, neither France, West Germany, Holland nor the United States provided much over £200. The point, surely, is that they did not need to, since in those countries the burden of direct taxation bearing on families is far lower.

Take the example of the family with a gross income of £20,000 and two dependent children. According to figures issued recently by the Inland Revenue, such a family in France pays only 3 per cent of its gross earnings in taxes, in West Germany 18 per cent, in Holland 17 per cent, and in the United States 16 per cent.

In Britain such a family pays 30 per cent on a very broad band of income, and 40 per cent on the margin. Yet these are the families that the Government now expects to pick up a colossal extra bill.

Yes, many would gladly take more direct responsibility for this, and for other things too. But to expect them to do so while the present heavy tax rates apply to those middle income families is Conservative policy—or will it be, if many of us have our way.

GEORGE GARDINER

House of Commons.

Sunday shopping

SIR—With regard to the report of the Aid Committee (report, Nov. 22) which recommends the scrapping of all legal restrictions on shop opening hours and Sunday trading, it appears that the Government now expects to pick up a colossal extra bill.

This must mean the loss of business and inevitable closure of town centre shops, in turn leading to a serious loss of rates to the local authority.

I suggest that the rates charged on all premises doing business on Sundays be increased by, say, 25 per cent. Since the owners expect to get an extra benefit from the community, they should be willing to pay for it.

JOHN KING

Brighton.

The future of the Falkland Islands

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The Falkland Islands waters teem with fish which are being commercially caught by Japan, Poland and Russia. There is undoubtedly oil in the offshore

waters around the islands. The signposts are comparable to those of Japan and California—the world's only commercial suppliers at the moment to get one of these will be worth millions when properly exploited.

This can only be when there is an understanding and agreement with Argentina so that present harassment on her part ceases; then the Falklands economy will truly flourish and flourish.

Strategically the Falklands are important to us as the gateway to Antarctica in which we have a vital scientific and research interest.

Remember Thule? If ever the Panama Canal was blocked (remember Suez?) the strategic value of the Falklands would be incalculable. Even now, whoever controls the Falkland Islands controls the South Atlantic and they are proving a splendid training ground for our troops in the North Sea.

There are well-rehearsed arguments for Britain retaining a long-term interest in the Falkland Islands. It therefore amuses me that Mr Robertson should talk about "preparing in advance for the likely outcome." The only outcome that is complete sovereignty.

I agree that there has been a change of Government, but democracy is just beginning to come about. We pray that it will flourish, but there has been no fundamental change in the hearts and minds of Argentines (many of whom are my friends).

If the only way to preserve democracy in Argentina is to sacrifice the Falklands and her people, then Mr Robertson suggests I and many other British Servicemen who died in the recent Falklands war consider the price too great.

PETER MILLAM
St. Paul's Vicarage,
Luton, Beds.

Russian promises

SIR—Before the unilateralists and ladies of Greenham Common get too excited about Mr Chernenko's offer to Mr Kinross to reduce and dismantle some of his missiles targeted on Britain if Labour scraps British nuclear defences, they should think of a couple of aspects of Russian promises:

1. If a Labour Government should insist on removal of American missiles, it would take some time, probably a matter of weeks, to get them back, meanwhile Soviet missiles which might even have been verified as being no longer targeted on Britain, could be re-targeted within probably a matter of minutes.

2. The Soviet record of attacking nations with whom it has pacts, particularly non-aggression pacts, is a long record of betrayal. Its total failure to keep the Helsinki agreement on human rights has already become notorious.

R. EDWARDS

London, N.W.10.

Solid CND policies

SIR—Unlike your Mr Charles Laurence's report on the Campaign for Nuclear Disarmament's annual conference, leader (Nov. 26) showed no understanding of what went on and why.

CND already has the most solid policies against Soviet SS20s, subsequent counter-deployments and all nuclear strategies based on the alleged need for parity.

Those policies were endorsed again at conference by Joan Ruddock from the chair and were given overwhelming applause immediately after the discussion of the contentious resolution and at the end of the conference.

The difficulty we all faced was that the disputed resolution called for CND to "campaign against Soviet nuclear weapons and policies."

Here lay the difficulty. The Soviet Union supports, among other things, a no-first-use undertaking and a comprehensive test ban treaty. Were we to be obliged to campaign against these policies as well if the resolution had been passed? The majority thought it wiser not to put a badly worded resolution to the vote than to give the conference an ambiguous chance.

To suggest that CND has softened its condemnation of Soviet weapons is not true. I and others will be reiterating that condemnation at Warsaw Pact embassies next month.

(MRS.) BRUCE KENT
Gen. Sec., Campaign for Nuclear Disarmament,
London, N.4.

سورة الاحقاف

The great City stag hunt for Telecom poachers

By ROLAND CRIBBEN Business Correspondent

A "HUNT THE STAG" operation was in full swing in the City of London and other parts of the country yesterday as applications for British Telecom shares continued to pour in right up to the 10 am deadline.

More than 100 accountants appointed by the Department of Trade and Industry were on the look-out for the stags—professional investors making multiple applications to pick up big blocks of shares in anticipation of making a quick profit when dealings start on Monday.

"Stagging" is a traditional City pursuit, but the Government has been anxious to reduce the scope for a speculative killing in a stock it wants to see widely spread among the public.

Applications have been limited to one form for up to a maximum of three people, and stockbrokers and bankers were warned that they stand to lose generous commissions or face prosecution for fraud if they break the rules and try to stag the issue.

Multiple applications from individual investors will be disallowed.

Girls in relays

Scores of stags were identified by the "policemen" from Peat Marwick and Mitchell, the leading accountancy firm, on duty at banks handling the applications in London and the provinces.

Mr David Vaughan, the senior partner in the firm, said: "A very substantial number of applications have been identified as being from 'obvious stags'. Others are extremely suspicious."

The "policemen" quickly spotted attempts by the professional investors to drop in multiple applications. One had five applications in relays to take in applications outside the National Westminster Bank in Drapers Gardens in the City.

Others made a tawdry by taxi around the banks handling the applications, dropping in forms as they went. The accountants were able to alert the banks about the tawdry operation from a central information network set up to monitor the movement of the stags.

Suspicious applications were being placed in separate boxes for checking. But the stagging operation ranged from the naive to the clever.

One applicant used every

number in the street where he lived but was caught out because he used the same name on each address.

"Others have used more sophisticated methods, but I'm not prepared to talk about them," said Mr Vaughan.

The policing operation will continue over the weekend. It will involve checking suspicious applications back to brokers and others using cheques to try to identify the centre of the stagging operation but it is recognised that some multiple applications will get through the net.

The last batch of applications from stockbrokers and members of the public began arriving in a steady stream at London banks from 7.30 a.m. onwards.

One of the biggest cheques was for £9 million. Another was for £2.8 million, but many were for the minimum 200 shares costing a total of £260 with an initial down payment of £10.

Big plastic boxes were brimful with application forms, cheques and even postal orders. One man cycled from Croydon to get his application in on time.

Between 6,000 and 7,000 bank staff have been seconded to handle the massive sorting and checking operation, together with a number of youngsters on Manpower Service Commission schemes.

City Report P21

STANSTED PLAN IN A FORTNIGHT

By Our Political Staff

The long-awaited report on the possibility of expanding Stansted airport as London's third airport is now expected to be published within two weeks.

It has also examined the feasibility of creating a fifth passenger terminal at Heathrow. Copies of the inspector's report were received by Ministers yesterday.



Princess Anne meeting members of the Pakistani community during her visit yesterday to Bradford where, in her capacity as President of the Save the Children Fund, she attended a concert of music and dance by schools in the city.

£10 is the maximum planned for new dog licences

By VALERIE ELLIOTT Political Staff

DOG owners in some parts of the country could soon be paying £10 to licence their pets.

This is the maximum sum envisaged by the Government in a consultative document on the future of dog licensing published yesterday.

The Government is backing a scheme which would abolish the present licensing system and give local authorities the responsibility for the future licensing of dogs.

Authorities would be allowed the discretion to decide on the levy they consider appropriate for the needs of their area, but a minimum fee of £3 for all licences has been suggested.

The dog licence has been unchanged since its introduction in 1878, it was then 7s and 6d and is now 37p. Some dogs owners may benefit shortly, however, for the licence is to be reduced to 7p when the half-penny is phased out until new arrangements are in force.

The suggestions in the paper are certain to arouse contro-

very among dog owners, but the government is intent on promoting more responsible dog ownership and tackling the growing problems of dog nuisance which disturbs many neighbourhoods in the country.

Responsible ownership

It is also committed to remove the absurdity of the present position which at present is costing some £5.5 million to collect less than £1 million in licence fees.

Mr Waldegrave, Environment Under-Secretary, emphasised last night that before making any firm decision on future arrangements they wanted to hear the views of the public.

He told Dr Ian Twinn, Conservative MP for Edmonton, in a Commons written reply: "our aim is to promote responsible dog ownership and at the same time enable local authorities to deal more effectively with dog nuisance."

There is no doubt the changes will embroil the Government in a fierce debate between dog-owners and other members of the public who are particularly irritated by dog faeces in the streets and parks.

There will however be special provisions and fee exemptions

for guide dogs for the blind, working sheepdogs, and other discretionary categories, like dogs owned by the elderly.

It is also unclear whether a national dog age for a licence will be established or whether local authorities will decide for themselves. At present all dogs must be licensed except puppies under six months, hounds under 12 months never entered in a pack, guide dogs and working sheepdogs.

PAINTINGS BY HITLER GO FOR £11,500

By Our Arts Sales Correspondent

Four small watercolours by Adolf Hitler painted between 1906 when he was 17 and 1924 were sold at Phillips in London yesterday for £11,500.

Hitler had intended all four to hang in a post-war museum at Linz and the best, a Bavarian street scene, was bought by a British dealer for £4,200.

The pictures were in a £114,110 sale of Third Reich memorabilia mostly comprising a continental collection made up of mementos taken home by General Leclerc's Free French troops who captured Hitler's Berchtesgaden headquarters.

Indian envoy quits after son's arrest

Daily Telegraph Reporter
INDIA'S High Commissioner to Britain, Mr Prakash Mehrotra, announced his resignation yesterday following the arrest of his son for shop-lifting.

Ravi Mehrotra, 21, was detained by a girl store detective outside Dillon's bookshop, Gower Street, near London University on Oct. 23. Police said he admitted stealing pens and stationery worth £14.

He claimed diplomatic immunity and was released without a charge.

High standards

Mr Prakash Mehrotra, reputed to be a millionaire, and a former governor of Assam, was appointed to London last year. He flew to New Delhi this month to attend the funeral of Mrs Gandhi and is expected to return to London at the end of this week to wind up his affairs. He announced his resignation in New Delhi in a letter to the Prime Minister, Mr Rajiv Gandhi, he said:

"I feel strongly that people in high position and public life should set high standards and adhere to certain values and code of conduct."

ANOTHER DRAW IN MOSCOW CHESS MATCH

By Our Chess Correspondent

Another drawn game in the chess match in Moscow yesterday left Anatoly Karpov needing one more win to retain his world championship title. Garry Kasparov needs six wins and has not managed one in 13 weeks' play.

The match took a new course with a king's pawn opening for the first time. Karpov employed the Petroff defence, well-known for its drawish tendency, and by engineering the removal of queens by exchange on the 14th move he made the draw still more likely.

Petroff's Defence

KASPAROV (White)	KARPOV (Black)
1 P-R4	P-K4
2 N-K3	N-K3
3 N-P	P-Q3
4 N-K3	N-P
5 P-Q4	P-Q4
6 B-Q3	N-Q3
7 Castles	P-R5
8 B-L	B-L
9 P-B4	N-B3
10 P-P	B-N
11 Q-B3	N-P
12 Q-R5	Q-Q3
13 N-B3	R-Q
14 Q-Q3	B-Q3
15 B-L	B-L
16 B-R3	N-Q1
17 N-B3	P-N3
18 N-B3	P-N3
19 P-K4	P-K3
20 P-K4	P-B3
21 B-Q4	Q-B1
22 B-B3	P-N3
23 B-B3	P-N3
24 B-B3	P-N3
25 B-B3	Drawn

'Richard Hannay' U-boat saboteur dies aged 87

MAJOR Len Manderstam, who has died in London aged 87, was one of the most remarkable secret agents of the 1939-45 War. Born in Riga and a fluent Russian speaker, he was recruited to the Special Operations Executive soon after war broke out and became head of its West African section.

The SOE was charged with organising sabotage, espionage and subversion.

He was involved in a series of Richard Hannay-like operations against the Germans in Angola and Mozambique, including the blowing up of Nazi supply stores and the sabotaging of U-Boat fuel.

While in Angola he arranged singlehandedly the capture of a Vichy French ship and its valuable cargo, an exploit for which he was made an M.B.E. He also served in North Africa, Italy, Spain, Portugal, France and Germany.



Major Len Manderstam.

Protest over prisoners

Towards the end of the war he was appointed head of the SOE Russian section, and was sent to Europe to check reports that large numbers of Russian exiles were serving in the German Army. Later he led protests against the forcible repatriation of millions of Russian prisoners.

Manderstam's protests were passed to the Foreign Secretary, Anthony Eden and to the Prime Minister, Winston Churchill, but to no avail. A pact signed with Stalin at Yalta sealed the prisoners' fate.

It was estimated that between two and four million Russians were sent to their deaths or to Soviet labour camps in what Manderstam described as "the most horrible and despicable episode in British history."

He was instructed to liaise closely with his NKVD counterparts in the Soviet secret service. But they did not realise he had served as a Red Army officer during the Russian Revolution a fact he had also not disclosed to his superiors.

After his discharge he used expertise he had gained in working for the General Mining Co. of South Africa to build up his own international consultancy in oil and chemicals.

Till last year he always refused to discuss his life, but then prepared his memoirs with Roy Heron, a journalist and author.

Other Obituaries — P16

SURVIVOR OF HITLER BOMB PLOT DIES

GEN. HANS SPEIDEL, former Nato Commander in Central Europe and one of the few survivors of the Hitler bomb plot, died yesterday aged 87.

He served in France and Belgium during the 1914-18 War and spent most of the 1939-45 War in France and the Soviet Union before being appointed Chief of Staff to Rommel on the Western Front in April, 1944.

Speidel helped co-ordinate the July 20, 1944, bomb plot against Hitler, but Hitler survived and he was not executed.

However, Speidel survived seven months of questioning by the Gestapo, and escaped imprisonment in 1945 near Lake Constance until the Allies liberated the area.

Speidel then resumed his military career with the reformed West German Army and was C-in-C Nato Forces in Central Europe from 1957-65, when he retired.

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At present, storing information about your employees is probably relegated to either a card index or a vast extra-manual has about £20,000 to play around with a computer mainframe system that requires the occasional visit to the data processing department.

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It's divided into fifteen segments, including such things as your employees' organisation and location, performance, salary, training and education. Under each of these you can file relevant details,

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Obviously, it's all goes towards helping you make better, more accurate decisions about your company's employees.

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ACCOUNT: November 26-December 7,	F.T. STOCK INDICES, November 28, 1984
PAY DAY: December 17,	1984
BARGAINS TRANSACTED: 20,642	
RISES: 55%, FALLS: 231.	
UNCHANGED: 996.	
EQUITY TURNOVER (Nov. 27):	
33 million for bargains 15,221	
33 million for bargains 15,221	
Shares traded: 164.2 million.	

	Index	Change	High	Low
Indust. Ord.	929.2	+ 3	929.75	927.5
Govt. Sect.	424.0	+ 1	424.00	423.75
Gold Mines	550.9	- 8.9	71.7	485.7
Fixed Int.	86.16	+ 0.11	87.48	80.43
Ord. Div. pct.	4.2	+ 0.04	4.24	4.16
FT-SE 100	11.17	- 0.06	11.23	9.60
FT-SE 500	1187.5	+ 9.5	1189.5	986.9

Other firm ups were Lucas Industries, at 285p, EAT Industries, at 308p, and Thora EMI, at 487p. There was a sudden flurry in Reed International, which jumped to 512p before closing 12 pips lower at 500p. The latter space continued their recovery movement at 571p, a rise of 10.

Comment in THE DAILY TELEGRAPH focused increased attention on Johnson Matthey which was expected to top in deals.

Following the company's statement on the possible takeover offer from British Petroleum, Johnson Matthey rallied to 75p, a loss of 5.

kims, at 156p. Laird Group, at 151p, James Neill, at 130p, and Baker Perkins, at 180p. Metal Box were also wanted and gained 8 to 352p.

In the property sector, MEPC reacted 11 to 324p on the disappointing results while Land Securities slipped 6 to 304p in

Hotel A improved 5 more to 3780 on continued suggestions that Trusthouse Forte could decide to sell its stake to Arab interests.

Buyers also came for Group Lotus, 5 up at 78p. Godfrey Davis, better at 110p, and Ladbrokes, also higher at 100p, were bought.

Further consideration of the day's

a rise of 21p. Commercial Union were also supported and closed 7 better at 182p, while Stewart Wrightson finished 17 higher at 455p and Prudential 10 up at 485p.

Foods remained in good form and there was another burst of speculation in Rowntree Macintosh, which advanced to

[illegible]

Channel	Time	122	123	124	125	126	127	128	129	130	131	132	133	134	135	136	137	138	139	140	141	142	143	144	145	146	147	148	149	150	151	152	153	154	155	156	157	158	159	160	161	162	163	164	165	166	167	168	169	170	171	172	173	174	175	176	177	178	179	180	181	182	183	184	185	186	187	188	189	190	191	192	193	194	195	196	197	198	199	200
Channel	Time	122	123	124	125	126	127	128	129	130	131	132	133	134	135	136	137	138	139	140	141	142	143	144	145	146	147	148	149	150	151	152	153	154	155	156	157	158	159	160	161	162	163	164	165	166	167	168	169	170	171	172	173	174	175	176	177	178	179	180	181	182	183	184	185	186	187	188	189	190	191	192	193	194	195	196	197	198	199	200
1	122	123	124	125	126	127	128	129	130	131	132	133	134	135	136	137	138	139	140	141	142	143	144	145	146	147	148	149	150	151	152	153	154	155	156	157	158	159	160	161	162	163	164	165	166	167	168	169	170	171	172	173	174	175	176	177	178	179	180	181	182	183	184	185	186	187	188	189	190	191	192	193	194	195	196	197	198	199	200	
2	122	123	124	125	126	127	128	129	130	131	132	133	134	135	136	137	138	139	140	141	142	143	144	145	146	147	148	149	150	151	152	153	154	155	156	157	158	159	160	161	162	163	164	165	166	167	168	169	170	171	172	173	174	175	176	177	178	179	180	181	182	183	184	185	186	187	188	189	190	191	192	193	194	195	196	197	198	199	200	
3	122	123	124	125	126	127	128	129	130	131	132	133	134	135	136	137	138	139	140	141	142	143	144	145	146	147	148	149	150	151	152	153	154	155	156	157	158	159	160	161	162	163	164	165	166	167	168	169	170	171	172	173	174	175	176	177	178	179	180	181	182	183	184	185	186	187	188	189	190	191	192	193	194	195	196	197	198	199	200	
4	122	123	124	125	126	127	128	129	130	131	132	133	134	135	136	137	138	139	140	141	142	143	144	145	146	147	148	149	150	151	152	153	154	155	156	157	158	159	160	161	162	163	164	165	166	167	168	169																																

[illegible][illegible][illegible][illegible][illegible][illegible]

1. *Journal of the American Medical Association*, 1997; 277: 1033-1038.

On October 31, Questor's note on the J. Hepworth results suggested that "the shares will go to a fiver." The price at that time was 55½p and yesterday's demand for the shares saw a 15p rise to 44½p. There was speculative support for WH Smith, 12 higher at 168½, but Steinberg reacted 11 to

Continued weakness in bullion, another \$2-75 down at \$331, had a depressing effect on gold share

the Tailpiece on Alfred Freedy, at 63p, suggested that the company could attract a takeover offer and readers who took action at that time have needed to exercise a good deal of patience since this group of wholesale and retail tobacconists has suffered a rather disappointing trading record.

On the retail side, the group is judged to be attractive to one of the larger newsagents and some observers are convinced that a bidder will soon appear. This is no time to lose patience.

MINING			
150	100	145x Corin...	157
184-1		Amal. Fin Fur	184
518	114 1/2	Amal. Fin Fur	118
514	975	Am. Am. & P. A	174
509-2	537	Am. Amer. Grd	173 1/2
5	173	Am. Amer. Fur	141
509-2	526	Am. Am. 'A'	131
55	25	Am. 'C' Cons Am	55
280	210	Ayer Bltman	255 1/2
170	135	Boyer Bltman	140
		Boyer Bltman	140

-8	530	215	Deokhrual	220	-10
-7	530	132-6	Booral on main	117-7	
-6	524-4	522-6	Drift on bank	524-6	+1
-5	511-2		Durban Deep	511-2	+1
-4	528	524	E. Durban	546	-7
-3	54	33	East Rand Con	61	-1
-2	735	465	East Rand	735	-1
-1	513-2	761	E.R.G.O.	761	-1
0	510-2	550	East Rand	526	-27
+1	545	180	Einhorn	280	-5
+2	145	7-9	Endersvork	12-9	-1
+3	500	520	Fredder	700	
+4	531-2	521-4	F.S. Geduld	521-4	+4

+ 7	614	853	Limahong Pk	A11	..
	490	192	Johnstone	B22	..
	480	185	Kanumzing
	122	70	Kia Ora	2-4	..
- 2	170	110	Killinghall	115	+ 5
	129	115	Kharos	214	..
+ 1	640	520	Khop	434	+ 10
	29	15	Kie
	130	134	Leslie	238	+ 12
	25	25	Leung
	455	225	Lordship	310	..
+ 1	715	485	Lydenburg Pk	560	- 6
	25	50	Malaysia Min.	84	..
	390	150	Marivale	186	- 2

1344	1333	President Bland	225	+	4
1345	1334	President Bland	225	+	4
1346	1335	President Bland	225	+	4
1347	1336	President Bland	225	+	4
1348	1337	President Bland	225	+	4
1349	1338	President Bland	225	+	4
1350	1339	President Bland	225	+	4
1351	1340	President Bland	225	+	4
1352	1341	President Bland	225	+	4
1353	1342	President Bland	225	+	4
1354	1343	President Bland	225	+	4
1355	1344	President Bland	225	+	4
1356	1345	President Bland	225	+	4
1357	1346	President Bland	225	+	4
1358	1347	President Bland	225	+	4
1359	1348	President Bland	225	+	4
1360	1349	President Bland	225	+	4
1361	1350	President Bland	225	+	4
1362	1351	President Bland	225	+	4
1363	1352	President Bland	225	+	4
1364	1353	President Bland	225	+	4
1365	1354	President Bland	225	+	4
1366	1355	President Bland	225	+	4
1367	1356	President Bland	225	+	4
1368	1357	President Bland	225	+	4
1369	1358	President Bland	225	+	4
1370	1359	President Bland	225	+	4
1371	1360	President Bland	225	+	4
1372	1361	President Bland	225	+	4
1373	1362	President Bland	225	+	4
1374	1363	President Bland	225	+	4
1375	1364	President Bland	225	+	4
1376	1365	President Bland	225	+	4
1377	1366	President Bland	225	+	4
1378	1367	President Bland	225	+	4
1379	1368	President Bland	225	+	4
1380	1369	President Bland	225	+	4
1381	1370	President Bland	225	+	4
1382	1371	President Bland	225	+	4
1383	1372	President Bland	225	+	4
1384	1373	President Bland	225	+	4
1385	1374	President Bland	225	+	4
1386	1375	President Bland	225	+	4
1387	1376	President Bland	225	+	4
1388	1377	President Bland	225	+	4
1389	1378	President Bland	225	+	4
1390	1379	President Bland	225	+	4
1391	1380	President Bland	225	+	4
1392	1381	President Bland	225	+	4
1393	1382	President Bland	225	+	4
1394	1383	President Bland	225	+	4
1395	1384	President Bland	225	+	4
1396	1385	President Bland	225	+	4
1397	1386	President Bland	225	+	4
1398	1387	President Bland	225	+	4
1399	1388	President Bland	225	+	4
1400	1389	President Bland	225	+	4
1401	1390	President Bland	225	+	4
1402	1391	President Bland	225	+	4
1403	1392	President Bland	225	+	4
1404	1393	President Bland	225	+	4
1405	1394	President Bland	225	+	4
1406	1395	President Bland	225	+	4
1407	1396	President Bland	225	+	4
1408	1397	President Bland	225	+	4
1409	1398	President Bland	225	+	4
1410	1399	President Bland	225	+	4
1411	1400	President Bland	225	+	4
1412	1401	President Bland	225	+	4
1413	1402	President Bland	225	+	4
1414	1403	President B			

180	96	Zambia Cons.	108
21	15	Zinc Copper	14 1/2
610	674	Zandpan	835 -25

MOTORS & AIRCRAFT

11	35	A.C. Cars	58
11 1/4	64	Alexander Hld	7 1/2
11	37	Appleyard Gp	38
151	138	Arlington	160
35	23	Arsenal & E4	55 + 1
35	19 1/2	Automotive	67 + 1
21	84	B.G. Intnt.	19 1/2

72	46	56	70	1
72	46	56	70	1
222	170	149	222	3
59	34	49	59	1
145	51	88	145	1
54	38	88	54	1
436	303	303	436	5
113	59	159	113	5
63	59	159	63	5
225	159	159	225	5
144	94	94	144	1
130	94	94	130	1

+	152	50	Atlantic Res.	84	-
+	120	32	Alantic Res.	89	-
+	120	32	Am Oil & Gas	145	+ 1
+	120	32	Am Oil & Gas	145	B B
+	64	20	Brail Oil	36	B B
+	352	350	Bril Oil	145	B B
+	540	350	Bril. Borneo	300	B B
+	225	105	British Petrol	485	+ 10
+	35	105	Bril Oil	210	+ 5
+	316	182	Buba Resour	18	B B
+	78	137	Burnham	207	B B
+	11	41	Caribbean	185	-
+	174	41	Caribbean	18	- 1
+	174	41	Caribbean	18	-
+	174	41	Caribbean	18	-

صبراً عن الاميل

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INVESTMENT & BUSINESS

City Editor
Andreas Whittam Smith

Daily Telegraph
City Office
112 Queen Victoria Street
London EC4P 4BS
Tel: 01-353 4242

Telecom 20p premium

PREDICTIONS about the premium on British Telecom shares when dealing opens in the 30p market today are expected to be centred around the 20p mark yesterday after the world's biggest equity index ended up comfortably over 200 points.

The total value of applications for the 12.5-20p offer was estimated to be about £50m to £70m with about two million members of the public joining in the rush for the shares.

Details of the allotment will be announced on Sunday but Kleinwort Benson, the merchant bankers handling the issue, have already made it clear that the small shareholder will be protected.

The cheques lodged with the application are expected to be cashed tomorrow and the balance returned when allotment letters start going out next week.

ICI-Alcan fight unitary tax

IMPERIAL Chemical Industries has joined Canada's Alcan Aluminium in a legal effort to have the controversial unitary tax system declared unconstitutional.

Alcan officials said that both Alcan and ICI have filed separate actions in Chicago against the State of California's unitary tax, which assesses taxes on the basis of worldwide profits.

Previous court attempts by Alcan and other foreign companies to have the unitary tax declared unconstitutional or illegal have failed.

C & W ahead

ON a comparable basis, profits at Cable and Wireless Group jumped from £27m to £105m before tax in the six months to Sept. 30, 1984. Attributable profits are up from £27m to £105m.

The interim dividend is lifted from 2.4p to 2.9p a share, payable March 30.

Question—P23

BPB improves

BPB Industries has increased its first-half profits to £20.3m from £18.7m on a sales rise from £225m to £287m while some levelling off in demand is expected in the second half the company is looking for an improvement in the overall result.

The interim dividend, payable Jan. 25, is to be raised from 2.5p net to 3.1p.

Question—P23

Henderson sale

FUND management group Henderson Administration, which came to market last year, is planning to sell its interest in Henderson Baring Management to Baring Bros and concentrate all its resources in a wholly-owned operation.

Henderson Administration reports first-half profits up from £2.2m to £4.6m from 25p to 40p a share.

Question—P23

Atlanta rejection

ATLANTA Investment Trust has issued its expected rejection of the £2.1m takeover bid by Grovett Group. The Atlanta board stated that the Grovett offer is totally unattractive and will be withdrawing shortly to shareholders with a detailed rejection.

The Post Office Pension Fund emerges as holding a notifiable stake in Atlanta after a purchase of 26,472 shares brought its holding to 5.6 p.c. Atlanta is believed to have expressed substantial support from institutional shareholders and managing director Tony Cole expressed confidence that the current bid will fail.

U.S. COMMODITIES

GOLD (commodities) Jan. 335.7, Feb. 335.4, April 340.0, June 342.0, Aug. 344.0, Oct. 346.0, Dec. 348.0, March 350.0, May 352.0, July 354.0, Sept. 356.0, Nov. 358.0.

SILVER: Jan. 715.4, March 724.2, May 733.0, July 741.8, Sept. 750.6, Nov. 759.4, Jan. 768.2, March 777.0, May 785.8, July 794.6, Sept. 803.4, Nov. 812.2.

COPPER: Jan. 57.35, March 58.70, May 59.15, July 60.50, Sept. 61.85, Nov. 63.20, Jan. 64.55, March 65.90, May 67.25, July 68.60, Sept. 69.95, Nov. 71.30.

CRUDE OIL (WTI): Jan. 33.50, March 34.50, May 35.50, July 36.50, Sept. 37.50, Nov. 38.50, Jan. 39.50, March 40.50, May 41.50, July 42.50, Sept. 43.50, Nov. 44.50.

WHEAT: Jan. 1.10, March 1.12, May 1.14, July 1.16, Sept. 1.18, Nov. 1.20, Jan. 1.22, March 1.24, May 1.26, July 1.28, Sept. 1.30, Nov. 1.32.

SOYBEANS: Jan. 1.10, March 1.12, May 1.14, July 1.16, Sept. 1.18, Nov. 1.20, Jan. 1.22, March 1.24, May 1.26, July 1.28, Sept. 1.30, Nov. 1.32.

WHEAT (CBOT): Jan. 1.10, March 1.12, May 1.14, July 1.16, Sept. 1.18, Nov. 1.20, Jan. 1.22, March 1.24, May 1.26, July 1.28, Sept. 1.30, Nov. 1.32.

SOYBEANS (CBOT): Jan. 1.10, March 1.12, May 1.14, July 1.16, Sept. 1.18, Nov. 1.20, Jan. 1.22, March 1.24, May 1.26, July 1.28, Sept. 1.30, Nov. 1.32.

U.S. RATES

Federal funds: 8.75 p.c. (9 p.c.)
Treas. 3 month bills: 8.55-30 (8.30-34)
Long bonds: 11.02-27 (11.03-18)
Yield: 11.31 p.c. (11.32 p.c.)

WORLD MARKETS

AMSTERDAM (100 Genl.) 179.40 + 1.60
BRUSSELS (100 Genl.) 158.25 + 0.02
FRANKFURT (100 Genl.) 149.10 + 5.50
HONGKONG (100 Genl.) 1.118.25 + 5.90
NEW YORK (100 Genl.) 1.205.39 - 14.80
PARIS (100 Genl.) 161.20 - 0.50
SYDNEY (100 Genl.) 751.20 - 1.30
TOKYO (100 Genl.) 11,248.08 + 63.96
ZURICH (100 Genl.) 813.60 + 0.60

FT—ACTUARIES INDICES

Industrial Group 572.06 (+4.44)
All Share 613.59 (+5.45)
500 562.57 (+3.95)

Inflation battle will continue says Lawson

By FRANCES WILLIAMS

LOWER interest rates, steady reductions in taxation and further progress towards lower inflation were the prospect held out by Mr. Lawson, Chancellor, yesterday when he gave evidence on his autumn statement to the all-party Commons Treasury Select Committee.

But he was noticeably more reticent on unemployment, which he admitted had been higher than expected despite respectable economic growth over the past four years. He said the Government could do no more than create the conditions for a sustainable drop in the number of jobless, chief among which were measures to free up market rigidities.

Mr. Lawson told the committee that although interest rates were higher than had been forecast at Budget time he expected them to come down from present levels over the next year or so.

He insisted that the Government was determined to make further progress on inflation with the ultimate objective of stable prices. Though the Treasury's forecast over the coming year was for little change, a further period of inflation under 5 p.c. would be the basis for a fresh downward move, he said.

The Chancellor repeated that the Government had no exchange rate target, but said: "Other things being equal, I would certainly not want to see a depreciating currency in external terms, any more than I want to see it in internal terms."

The latest version of the Treasury's model of the economy is understood to show little if any boost to activity from a lower exchange rate because of the adverse repercussions on inflation and interest rates.

On taxation, Mr. Lawson cautioned against taking the £1.5 billion "fiscal adjustment" shown in the autumn statement as a promise or pledge of tax cuts that amount in the Budget. He had still to decide on the target for Government borrowing next year and estimates of revenues could change.

But he agreed under questioning that there should be room for tax cuts next year, adding that he hoped and believed the Government would be able to reduce taxes in future years.

In his opening remarks to the committee, the Chancellor said growth in the four years since 1980 had been a healthy 12 p.c. but this had not been enough to bring down unemployment for three reasons.

Productivity had risen faster than expected and as a result, the labour force had increased by more than expected, especially among women working part time and real wages after inflation had risen more steeply than expected.

Quoted about the lessons to be learned from the United States, Mr. Lawson pointed to greater labour market flexibility which led to wage "conductivity" to job creation and hence to the "entirely new" way to lower real wages was to remove impediments to the effective working of the labour market, though he refused to be drawn on what further measures the Government was considering.

ECGD to increase loss provisions

By ANNE SEGALL

BRITAIN'S Export Credits Guarantee Department, the arm of government which provides insurance cover for goods sent abroad, is to make a substantial increase in its general provision for losses in third world countries in spite of recent claims by Trade Minister Mr. Channon that foreign governments always pay up in the end.

The move by ECGD to increase its general provision will be made in the department's audited accounts, due to be laid before Parliament within the next three weeks. The accounts will be accompanied by a report from the Comptroller and Auditor General which is expected to draw attention to ECGD's deteriorating financial position.

It is just 18 months since ECGD first recognised the need to make any provision at all for political causes of loss overseas. So far, the department has set aside just £18.4 million, a minuscule sum in relation to its world-wide exposure of more than £50 billion.

This figure is now expected to

High price for Kowloon site

AN auction of a building site in Kowloon has set the Hong Kong property market alight and has renewed confidence which should be reflected in the local stock markets.

The government's sale yesterday of the site in the centre of Kowloon fetched HK\$190 million (£19.5 million), compared with a forecast price of between HK\$120 million and HK\$140 million (£12.8 million and £15 million).

The result is that Hong Kong equities, and particularly those in the property sector, are expected to perform strongly over the next few days. The sale is seen as the first real indication of property values since the signing of the draft agreement between Britain and China.

Some analysts would have been pleased with HK\$110 million (£11.7 million) or more for the site.

BP 'cooling' fears hit Matthey shares

By ANNE SEGALL

FEARS that British Petroleum will not bid for Johnson Matthey hit the company's shares yesterday and prompted a statement from the Matthey board, Johnson Matthey shares fell from 80p to 68p before recovering to the end at 75p.

The Matthey board said yesterday that the absence of news on the bid front "is of no significance." According to the board, BP is seeking additional information about the company after being supplied with certain basic facts.

Johnson Matthey appreciates that until BP receives this further information, it cannot evaluate the position or enter into meaningful discussions.

Neither Johnson Matthey nor BP would elaborate on the nature of the additional information required except to say that getting it carried for the consent of third parties.

It is understood that the key issue is the nature of the crucial Rustenberg contract for refining platinum.

Little cheer in forecast for next five years

THE latest NATIONAL INSTITUTE ECONOMIC REVIEW does not make cheerful reading, even though the immediate outlook appears reasonably promising. The institute's forecast for 3.3 p.c. growth of the British economy next year — from a strike-hit 2 p.c. this year — is not significantly different from the Treasury's 3.5 p.c., with the institute more optimistic if anything on the prospects for investment and exports.

The Treasury's more buoyant forecast for consumer spending is mostly due to the built-in assumption of £1.5 billion of personal tax cuts next spring.

In 1986, however, the institute thinks growth will slow to 1.4 p.c., though "we do not expect an actual recession," and it is a good deal more pessimistic than the Treasury on inflation, unemployment and the balance of payments. The Review predicts a 6.5 p.c. rise in prices over the next 12 months compared with the Treasury's 4.5 p.c. — though it has to be said that the Treasury has the better recent track record.

Unemployment is expected to climb by 300,000 to 3.4 million by the end of 1986 against the Government's "assumption" that it will stick at present levels. And the balance of payments, instead of running up a substantial £2.5 billion current account surplus next year as the Treasury suggests, is forecast to sink further into deficit despite the contribution of North Sea oil.

Over the next five years the institute foresees only sluggish economic growth at rates little higher than those of the 1970s, unemployment settling at around 3.5 million, inflation bobbing between 6 and 8 p.c. and a steadily widening current account deficit as

Rules tightened on banks' capital

BRITISH banks may be forced to raise equity rather than rely on issues of subordinated debt to boost their capital following tough new guidelines from the Bank of England.

In a paper sent to all United Kingdom banks and licensed deposit-takers, the Bank says that it intends to take a stricter view of the quality of a bank's capital when it assesses the capital adequacy of an institution.

It will pay "increasing attention" to the availability of primary capital, which means equity and freely usable reserves.

According to the Bank loan capital will not qualify as capital at all if the loan agreement contains clauses allowing lenders to demand early repayment of the loan. Such trigger clauses have become increasingly popular, causing the Bank concern, it said yesterday.

The Bank also said that perpetual bonds, of the kind pioneered by National Westminster and since copied by Barclays and Lloyds, will not rank as quasi equity as urged by the clearers unless very stringent conditions are met.

A key requirement will be clauses saying that the bond will be automatically converted into equity if a bank's reserves run dry.

Intasun confirms aircraft sales

INTASUN LEISURE GROUP confirmed yesterday the £12 million sale of a Boeing 737-200 and that the sale-and-leaseback of a further aircraft should be completed shortly.

Altogether five aircraft will have been sold, giving an exceptional £26 million profit and boosting cash balances to £60 million.

The group has launched a £4.4 million cash and shares bid for Comfort Hotels International which has not only been roundly rejected by Comfort, but the target company has made its own aggressive bid for Intasun.

Prince of Wales Hotels, the provincial chain controlled 51 p.c. by Taddale.

Taddale has accepted the 80p cash per share offer by Comfort, valuing the business at £12 million. But Comfort is also offering 98 of its own shares for every 54 of P & W worth 130p a share, or £16.8 million.

Currys steps up Dixons fight

CURRYS GROUP yesterday sent out yet another defence document, the second in two days, in its staunch efforts to fight off Dixons Group's bid which reaches its second closing date tomorrow.

At the last count Dixons spoke for over 42 p.c. of the shares (including acceptances) and faced the opposition of the Currys family with an estimated 55 p.c. of the business. The deal hinges on a relatively small number of shareholders.

Currys plans to form a new top holding company and run a programme of property sale-and-leasebacks to allow a 150p a share repayment to shareholders.

Total costs are estimated at £37 million (of which £25 million would come from the sales) and the gross repayment would amount to £71 million.

Shareholders would have a capital gains tax liability on the repayment but Currys yesterday offered two ways of deferring the liability.

Shareholders can opt for 150p nominal of 8 1/2 p.c. loan notes or 150p nominal of 7 1/2 p.c. convertible unsecured loan stock 1989 instead.

CITY COMMENT

Little cheer in forecast for next five years

the oil contribution diminishes. North Sea production is expected to fall by a quarter between its 1985 peak and 1989.

Even more depressing, simulations on the institute's model of the economy suggest that the Government is powerless, given the need to keep inflation within bounds, to do much about this state of affairs by changing its policies. Some helpful outside boost is required like faster growth of world trade or, better still, slower growth of wages.

The National Institute, which maintains a broadly Keynesian approach to economic management, agrees with the Chancellor that lower real wages, adjusted for inflation, would help to create jobs. But this is because lower money wages, by reducing pressures on inflation, would increase the scope for Government to pursue more expansionary policies, the institute suggests, rather than because lower wages would directly "price people into work."

If real wages grew by 0.75 p.c. a year less for the next five years — they are currently growing by 2 p.c. to 3 p.c. a year — and the Government used the scope for relaxation, unemployment would be 300,000 lower and falling by 1989, though still above three million, with inflation no higher than today. Even this modest

Russian move lifts oil prices

OIL PRICES picked up in spot market trading yesterday after reports that Russia had declared force majeure on crude and product deliveries from Baltic and Black Sea destinations.

The price of Brent oil, the North Sea marker, rose to £27.10-15 a barrel for January delivery, after falling below £27 on Tuesday but is still standing at a sizeable discount on the official price of £28.65 a barrel.

European traders said that Russian agencies had teleaxed customers to say that at least ten cargoes of fuel oil would not be delivered.

Wall St falls 14-80

By LAUREN CHAMBLISS in Washington

CONCERN over the Treasury's controversial tax plan and changes in Senate leadership spawned nervous trading on Wall Street yesterday.

The Dow Jones Industrial Average rose slightly in the morning when most of the big money centre banks followed the lead of Chase Manhattan and cut their prime rate to 11 1/4 p.c. But by early afternoon a bout of confusion over affairs in Washington forced the index sharply lower.

The Dow Jones Industrial Average closed 14-80 down at 1,205.39.

In Congressional events of

about what is the best for aggregate productivity in the country," explained Ernie Christian, a tax policy lobbyist for some of America's biggest manufacturers. "The losses associated with cutting back on capital recovery will make investment more expensive and that will outweigh the benefits from an overall rate reduction."

Heavy manufacturers are not the only ones worried about the Treasury proposals. Home builders are concerned about a proposed repeal of interest deductions on second-home mortgages and the securities industry is up in arms about a series of loophole rollbacks that would make stock investing less attractive.

"It is certainly going to be very difficult to get the Treasury's proposal through Congress," said Jack Albertine, president of the American Business Conference. "Every exemption exclusion and credit in the tax code is there because some constituent interest has put it there and those constituents interest will fight to keep it."

The reception on the part of the Congress and within the White House itself to the Treasury's tax overhaul proposals is not so easy to chart. Certainly President Reagan has stood back from endorsing his Treasury Secretary Donald Regan's proposals, but most Washington observers believe the White House is simply waiting until the initial furor dies down.

The generally dismal welcome Mr. Regan's plan was accorded should not be blown out of proportion, however. By the time the President takes a stand on the Treasury's recommendations, opposition to the plan could have lessened.

"Certainly right now all the attention is bad because the negatives in the Treasury's plan are a lot easier to see," said Charles Wheeler, tax adviser to the American Bankers Association. "It is going to take some time for the controversy to sort itself out. Over a time we will be better able to tell what the effects of the whole tax plan would be."

U.S. tax plans upset business

THE United States Treasury unveiled its tax reform proposals to a howl of outrage from America's business community. For although the tax simplification plan would be "revenue neutral," because it would not raise any extra funds for the government, it would significantly raise the corporate tax bill.

The overall corporate tax rate would be lowered from 46 p.c. to 33 p.c., but in the process investment credits and most business loopholes would be closed. Those loopholes, including rapid depreciation of plant and equipment and other investment allowances, had effectively cut tax bills to an average of 26 p.c. in the past several years. High technology companies and businesses with little capital investment, however, averaged much higher than 26 p.c. and have, in effect, shouldered much of that corporate tax burden.

Washington's business community leaders claim the reform package would not only raise corporate taxes by 37 p.c. but would harm the economy by taking away the tax breaks that have spurred business investment in plant and equipment over the past four years.

"There is a considerable debate

Gold price at two-year low

THE PRICE of gold fell to another two-year low of \$331 an ounce in London yesterday, down \$2.75 on the day. The down trend is particularly disturbing to the gold lobby, which had been confidently predicting that a downturn in American interest rates would trigger an immediate upturn in gold prices.


The down trend in Kruggerand prices also continued. The sterling buying price for single coins fell £2 to £278 a coin.

At that level the premium for a coin containing 1 ounce of pure gold over the bullion price is barely 1 p.c.

LWT

LWT (Holdings) plc

(Parent Company of London Weekend Television, Hutchinson Publishing Group and Page & Moy Travel)



CHAIRMAN CHRISTOPHER BLUND

Results for the year ended 29 July 1984:
Highlights from the Chairman's Statement

- * Record pre-tax profit of \$10.5 million
- * Record profit contribution from international programme sales (\$4.6 million)
- * Recommended dividend increase of 30%
- * Assets per share increased by 21%
- * Encouraging start to the 1984/85 financial year

	1984	1983
Turnover	163,126	136,224
Group profit before exchequer levy	15,896	5,899
Exchequer levy	4,897	553
Taxation on profit on ordinary activities	5,368	1,378
Group profit attributable to members of the company	5,138	3,907
Dividends	2,416	1,844
Earnings per share	30.73p	23.57p
Dividends per share (net)	14.40p	11.08p
Assets per share	220.00p	182.04p

Copies of the 1984 Annual Report and Accounts are available from the Company Secretary.
LWT (Holdings) plc, South Bank Television Centre, Upper Ground, London SE1 9LZ

LWT

LWT (Holdings) plc

MONEY & EXCHANGES

THE POUND fell sharply against a strong dollar yesterday and lost ground to Continental currencies as well, reflecting fears over oil price trends.

It closed 65 points down against the dollar, at \$1.2025 after touching \$1.1925 earlier in the day. It also slipped from 3.4825 to 3.4875 in terms of the Deutschmark. The Sterling Index closed 0.4 point, down at 74.2.

THE POUND ABROAD

Country	Rate
Australia	26.03-06
Canada	74.18-20
France	12.80-81
Germany	3.48-49
Italy	1.36-37
Japan	162.18-20
Netherlands	2.20-21
Portugal	200.00-01
Spain	166.00-01
Sweden	13.75-76
Switzerland	1.50-51
US Dollar	1.2025-26

OTHER MARKET RATES

Market	Rate
Australia	175.50-51
Canada	74.18-20
France	12.80-81
Germany	3.48-49
Italy	1.36-37
Japan	162.18-20
Netherlands	2.20-21
Portugal	200.00-01
Spain	166.00-01
Sweden	13.75-76
Switzerland	1.50-51
US Dollar	1.2025-26

DOLLAR RATES

Country	Rate
Australia	2.00-01
Canada	0.75-76
France	0.16-17
Germany	0.63-64
Italy	0.24-25
Japan	133.00-01
Netherlands	0.36-37
Portugal	200.00-01
Spain	166.00-01
Sweden	13.75-76
Switzerland	1.50-51
US Dollar	1.2025-26

EUROCURRENCIES

Country	Rate
Australia	2.00-01
Canada	0.75-76
France	0.16-17
Germany	0.63-64
Italy	0.24-25
Japan	133.00-01
Netherlands	0.36-37
Portugal	200.00-01
Spain	166.00-01
Sweden	13.75-76
Switzerland	1.50-51
US Dollar	1.2025-26

COMMODITIES

Commodity	Price
Copper	110.00-01
Gold	380.00-01
Oil	25.00-01
Wheat	1.50-51
Sugar	12.00-01
Coffee	1.00-01
Tea	1.00-01
Spices	1.00-01
Metals	1.00-01
Textiles	1.00-01
Leather	1.00-01
Timber	1.00-01
Grains	1.00-01
Stocks	1.00-01
Bonds	1.00-01
Options	1.00-01
Futures	1.00-01
Derivatives	1.00-01
Commodities	1.00-01

The performance of the pound and a huge shortage of cash in the banking system put slight upward pressure on money costs in London's wholesale deposit market, where the price of three-month money edged up to 8.4 p.c.

The Bank of England provided \$5.6 million of help to the bank in a through bill operation to relieve a shortage caused mainly by the British Telecom issue.

FORWARD RATES

Period	Rate
1 month	8.40-41
3 months	8.40-41
6 months	8.40-41
12 months	8.40-41
24 months	8.40-41
36 months	8.40-41
48 months	8.40-41
60 months	8.40-41
72 months	8.40-41
84 months	8.40-41
96 months	8.40-41
108 months	8.40-41
120 months	8.40-41
132 months	8.40-41
144 months	8.40-41
156 months	8.40-41
168 months	8.40-41
180 months	8.40-41
192 months	8.40-41
204 months	8.40-41
216 months	8.40-41
228 months	8.40-41
240 months	8.40-41
252 months	8.40-41
264 months	8.40-41
276 months	8.40-41
288 months	8.40-41
300 months	8.40-41
312 months	8.40-41
324 months	8.40-41
336 months	8.40-41
348 months	8.40-41
360 months	8.40-41
372 months	8.40-41
384 months	8.40-41
396 months	8.40-41
408 months	8.40-41
420 months	8.40-41
432 months	8.40-41
444 months	8.40-41
456 months	8.40-41
468 months	8.40-41
480 months	8.40-41
492 months	8.40-41
504 months	8.40-41
516 months	8.40-41
528 months	8.40-41
540 months	8.40-41
552 months	8.40-41
564 months	8.40-41
576 months	8.40-41
588 months	8.40-41
600 months	8.40-41
612 months	8.40-41
624 months	8.40-41
636 months	8.40-41
648 months	8.40-41
660 months	8.40-41
672 months	8.40-41
684 months	8.40-41
696 months	8.40-41
708 months	8.40-41
720 months	8.40-41
732 months	8.40-41
744 months	8.40-41
756 months	8.40-41
768 months	8.40-41
780 months	8.40-41
792 months	8.40-41
804 months	8.40-41
816 months	8.40-41
828 months	8.40-41
840 months	8.40-41
852 months	8.40-41
864 months	8.40-41
876 months	8.40-41
888 months	8.40-41
900 months	8.40-41
912 months	8.40-41
924 months	8.40-41
936 months	8.40-41
948 months	8.40-41
960 months	8.40-41
972 months	8.40-41
984 months	8.40-41
996 months	8.40-41
1008 months	8.40-41
1020 months	8.40-41
1032 months	8.40-41
1044 months	8.40-41
1056 months	8.40-41
1068 months	8.40-41
1080 months	8.40-41
1092 months	8.40-41
1104 months	8.40-41
1116 months	8.40-41
1128 months	8.40-41
1140 months	8.40-41
1152 months	8.40-41
1164 months	8.40-41
1176 months	8.40-41
1188 months	8.40-41
1200 months	8.40-41
1212 months	8.40-41
1224 months	8.40-41
1236 months	8.40-41
1248 months	8.40-41
1260 months	8.40-41
1272 months	8.40-41
1284 months	8.40-41
1296 months	8.40-41
1308 months	8.40-41
1320 months	8.40-41
1332 months	8.40-41
1344 months	8.40-41
1356 months	8.40-41
1368 months	8.40-41
1380 months	8.40-41
1392 months	8.40-41
1404 months	8.40-41
1416 months	8.40-41
1428 months	8.40-41
1440 months	8.40-41
1452 months	8.40-41
1464 months	8.40-41
1476 months	8.40-41
1488 months	8.40-41
1500 months	8.40-41
1512 months	8.40-41
1524 months	8.40-41
1536 months	8.40-41
1548 months	8.40-41
1560 months	8.40-41
1572 months	8.40-41
1584 months	8.40-41
1596 months	8.40-41
1608 months	8.40-41
1620 months	8.40-41
1632 months	8.40-41
1644 months	8.40-41
1656 months	8.40-41
1668 months	8.40-41
1680 months	8.40-41
1692 months	8.40-41
1704 months	8.40-41
1716 months	8.40-41
1728 months	8.40-41
1740 months	8.40-41
1752 months	8.40-41
1764 months	8.40-41
1776 months	8.40-41
1788 months	8.40-41
1800 months	8.40-41
1812 months	8.40-41
1824 months	8.40-41
1836 months	8.40-41
1848 months	8.40-41
1860 months	8.40-41
1872 months	8.40-41
1884 months	8.40-41
1896 months	8.40-41
1908 months	8.40-41
1920 months	8.40-41
1932 months	8.40-41
1944 months	8.40-41
1956 months	8.40-41
1968 months	8.40-41
1980 months	8.40-41
1992 months	8.40-41
2004 months	8.40-41
2016 months	8.40-41
2028 months	8.40-41
2040 months	8.40-41
2052 months	8.40-41
2064 months	8.40-41
2076 months	8.40-41
2088 months	8.40-41
2100 months	8.40-41
2112 months	8.40-41
2124 months	8.40-41
2136 months	8.40-41
2148 months	8.40-41
2160 months	8.40-41
2172 months	8.40-41
2184 months	8.40-41
2196 months	8.40-41
2208 months	8.40-41
2220 months	8.40-41
2232 months	8.40-41
2244 months	8.40-41
2256 months	8.40-41
2268 months	8.40-41
2280 months	8.40-41
2292 months	8.40-41
2304 months	8.40-41
2316 months	8.40-41
2328 months	8.40-41
2340 months	8.40-41
2352 months	8.40-41
2364 months	8.40-41
2376 months	8.40-41
2388 months	8.40-41
2400 months	8.40-41
2412 months	8.40-41
2424 months	8.40-41
2436 months	8.40-41
2448 months	8.40-41
2460 months	8.40-41
2472 months	8.40-41
2484 months	8.40-41
2496 months	8.40-41
2508 months	8.40-41
2520 months	8.40-41
2532 months	8.40-41
2544 months	8.40-41
2556 months	8.40-41
2568 months	8.40-41
2580 months	8.40-41
2592 months	8.40-41
2604 months	8.40-41
2616 months	8.40-41
2628 months	8.40-41
2640 months	8.40-41
2652 months	8.40-41
2664 months	8.40-41
2676 months	8.40-41
2688 months	8.40-41
2700 months	8.40-41
2712 months	8.40-41
2724 months	8.40-41
2736 months	8.40-41
2748 months	8.40-41
2760 months	8.40-41
2772 months	8.40-41
2784 months	8.40-41
2796 months	8.40-41
2808 months	8.40-41
2820 months	8.40-41
2832 months	8.40-41
2844 months	8.40-41
2856 months	8.40-41
2868 months	8.40-41
2880 months	8.40-41
2892 months	8.40-41
2904 months	8.40-41
2916 months	8.40-41
2928 months	8.40-41
2940 months	8.40-41
2952 months	8.40-41
2964 months	8.40-41
2976 months	8.40-41
2988 months	8.40-41
3000 months	8.40-41

GOLD PRICE

Unit	Price
1000 grams	380.00-01
100 grams	38.00-01
10 grams	3.80-01
1 gram	0.38-01
0.1 gram	0.038-01
0.01 gram	0.0038-01
0.001 gram	0.00038-01
0.0001 gram	0.000038-01
0.00001 gram	0.0000038-01
0.000001 gram	0.00000038-01
0.0000001 gram	0.000000038-01
0.00000001 gram	0.0000000038-01
0.000000001 gram	0.00000000038-01
0.0000000001 gram	0.000000000038-01
0.00000000001 gram	0.0000000000038-01
0.000000000001 gram	0.00000000000038-01
0.0000000000001 gram	0.000000000000038-01
0.00000000000001 gram	0.0000000000000038-01
0.000000000000001 gram	0.00000000000000038-01
0.0000000000000001 gram	0.000000000000000038-01
0.00000000000000001 gram	0.0000000000000000038-01
0.000000000000000001 gram	0.00000000000000000038-01
0.0000000000000000001 gram	0.000000000000000000038-01
0.00000000000000000001 gram	0.0000000000000000000038-01
0.000000000000000000001 gram	0.00000000000000000000038-01
0.0000000000000000000001 gram	0.000000000000000000000038-01
0.00000000000000000000001 gram	0.0000000000000000000000038-01
0.000000000000000000000001 gram	0.00000000000000000000000038-01
0.0000000000000000000000001 gram	0.000000000000000000000000038-01
0.00000000000000000000000001 gram	0.0000000000000000000000000038-01
0.000000000000000000000000001 gram	0.00000000000000000000000000038-01
0.0000000000000000000000000001 gram	0.000000000000000000000000000038-01
0.00000000000000000000000000001 gram	0.0000000000000000000000000000038-01</

Lambeth BUILDING SOCIETY

NEW RATES FROM 1st DECEMBER 1984

INVESTMENTS	
BASIC TAX PAID P.A.	GROSS YIELD WITH TAX AT 30%
ORDINARY SHARES £5-£20.00	6.90% = 9.86%
7 DAY SHARES £20-£20.00	8.30% = 11.86%
HIGH YIELD SHARES £20-£20.00	8.50% = 12.14%
BOUNTY SHARES £20-£20.00	8.80% = 12.57%
MAGNUM ACCOUNT £20-£20.00	9.00% = 12.86%
5 YEAR TERM SHARES	8.75% = 12.50%
PREMIUM SAVINGS	7.75% = 11.07%
REGULAR SAVINGS	8.00% = 11.43%

INTEREST RATES SUBJECT TO VARIATION THROUGHOUT PERIOD OF INVESTMENT.
MORTGAGES - MORTGAGE CLAUSES 1982 EDITION
Borrowers subject to the above Mortgage Clauses are hereby given notice that the rate of interest charged on their mortgage will be reduced by 1% p.a. with effect from 15th December 1984.

Member of the Building Societies Association. Assets exceed £25,000,000.
LONDON 01-928 1331, ASHFORD (West) 23181, BOURNEMOUTH 30281,
BRIGHTON 01-737 2925, CROYDON 01-686 4821, DORSET 34642, REIGATE 43221,
STREATHAM 01-677 3923, TONBRIDGE 36773, UPPINGHAM 21009, WOKING 73562.
For investment details please send coupon or phone any office above.
LAMBETH BUILDING SOCIETY 116 120 Westminster Bridge Road, SE1 7XE
Name _____ please print
Address _____

Harvard Securities Limited

Member of the British Institute
of Dealers in Securities.
Last night's closing prices:

1983	1982	1981	1980	1979	1978	1977	1976	1975	1974	1973	1972	1971	1970	1969	1968	1967	1966	1965	1964	1963	1962	1961	1960	1959	1958	1957	1956	1955	1954	1953	1952	1951	1950	1949	1948	1947	1946	1945	1944	1943	1942	1941	1940	1939	1938	1937	1936	1935	1934	1933	1932	1931	1930	1929	1928	1927	1926	1925	1924	1923	1922	1921	1920	1919	1918	1917	1916	1915	1914	1913	1912	1911	1910	1909	1908	1907	1906	1905	1904	1903	1902	1901	1900	1899	1898	1897	1896	1895	1894	1893	1892	1891	1890	1889	1888	1887	1886	1885	1884	1883	1882	1881	1880	1879	1878	1877	1876	1875	1874	1873	1872	1871	1870	1869	1868	1867	1866	1865	1864	1863	1862	1861	1860	1859	1858	1857	1856	1855	1854	1853	1852	1851	1850	1849	1848	1847	1846	1845	1844	1843	1842	1841	1840	1839	1838	1837	1836	1835	1834	1833	1832	1831	1830	1829	1828	1827	1826	1825	1824	1823	1822	1821	1820	1819	1818	1817	1816	1815	1814	1813	1812	1811	1810	1809	1808	1807	1806	1805	1804	1803	1802	1801	1800	1799	1798	1797	1796	1795	1794	1793	1792	1791	1790	1789	1788	1787	1786	1785	1784	1783	1782	1781	1780	1779	1778	1777	1776	1775	1774	1773	1772	1771	1770	1769	1768	1767	1766	1765	1764	1763	1762	1761	1760	1759	1758	1757	1756	1755	1754	1753	1752	1751	1750	1749	1748	1747	1746	1745	1744	1743	1742	1741	1740	1739	1738	1737	1736	1735	1734	1733	1732	1731	1730	1729	1728	1727	1726	1725	1724	1723	1722	1721	1720	1719	1718	1717	1716	1715	1714	1713	1712	1711	1710	1709	1708	1707	1706	1705	1704	1703	1702	1701	1700	1699	1698	1697	1696	1695	1694	1693	1692	1691	1690	1689	1688	1687	1686	1685	1684	1683	1682	1681	1680	1679	1678	1677	1676	1675	1674	1673	1672	1671	1670	1669	1668	1667	1666	1665	1664	1663	1662	1661	1660	1659	1658	1657	1656	1655	1654	1653	1652	1651	1650	1649	1648	1647	1646	1645	1644	1643	1642	1641	1640	1639	1638	1637	1636	1635	1634	1633	1632	1631	1630	1629	1628	1627	1626	1625	1624	1623	1622	1621	1620	1619	1618	1617	1616	1615	1614	1613	1612	1611	1610	1609	1608	1607	1606	1605	1604	1603	1602	1601	1600	1599	1598	1597	1596	1595	1594	1593	1592	1591	1590	1589	1588	1587	1586	1585	1584	1583	1582	1581	1580	1579	1578	1577	1576	1575	1574	1573	1572	1571	1570	1569	1568	1567	1566	1565	1564	1563	1562	1561	1560	1559	1558	1557	1556	1555	1554	1553	1552	1551	1550	1549	1548	1547	1546	1545	1544	1543	1542	1541	1540	1539	1538	1537	1536	1535	1534	1533	1532	1531	1530	1529	1528	1527	1526	1525	1524	1523	1522	1521	1520	1519	1518	1517	1516	1515	1514	1513	1512	1511	1510	1509	1508	1507	1506	1505	1504	1503	1502	1501	1500	1499	1498	1497	1496	1495	1494	1493	1492	1491	1490	1489	1488	1487	1486	1485	1484	1483	1482	1481	1480	1479	1478	1477	1476	1475	1474	1473	1472	1471	1470	1469	1468	1467	1466	1465	1464	1463	1462	1461	1460	1459	1458	1457	1456	1455	1454	1453	1452	1451	1450	1449	1448	1447	1446	1445	1444	1443	1442	1441	1440	1439	1438	1437	1436	1435	1434	1433	1432	1431	1430	1429	1428	1427	1426	1425	1424	1423	1422	1421	1420	1419	1418	1417	1416	1415	1414	1413	1412	1411	1410	1409	1408	1407	1406	1405	1404	1403	1402	1401	1400	1399	1398	1397	1396	1395	1394	1393	1392	1391	1390	1389	1388	1387	1386	1385	1384	1383	1382	1381	1380	1379	1378	1377	1376	1375	1374	1373	1372	1371	1370	1369	1368	1367	1366	1365	1364	1363	1362	1361	1360	1359	1358	1357	1356	1355	1354	1353	1352	1351	1350	1349	1348	1347	1346	1345	1344	1343	1342	1341	1340	1339	1338	1337	1336	1335	1334	1333	1332	1331	1330	1329	1328	1327	1326	1325	1324	1323	1322	1321	1320	1319	1318	1317	1316	1315	1314	1313	1312	1311	1310	1309	1308	1307	1306	1305	1304	1303	1302	1301	1300	1299	1298	1297	1296	1295	1294	1293	1292	1291	1290	1289	1288	1287	1286	1285	1284	1283	1282	1281	1280	1279	1278	1277	1276	1275	1274	1273	1272	1271	1270	1269	1268	1267	1266	1265	1264	1263	1262	1261	1260	1259	1258	1257	1256	1255	1254	1253	1252	1251	1250	1249	1248	1247	1246	1245	1244	1243	1242	1241	1240	1239	1238	1237	1236	1235	1234	1233	1232	1231	1230	1229	1228	1227	1226	1225	1224	1223	1222	1221	1220	1219	1218	1217	1216	1215	1214	1213	1212	1211	1210	1209	1208	1207	1206	1205	1204	1203	1202	1201	1200	1199	1198	1197	1196	1195	1194	1193	1192	1191	1190	1189	1188	1187	1186	1185	1184	1183	1182	1181	1180	1179	1178	1177	1176	1175	1174	1173	1172	1171	1170	1169	1168	1167	1166	1165	1164	1163	1162	1161	1160	1159	1158	1157	1156	1155	1154	1153	1152	1151	1150	1149	1148	1147	1146	1145	1144	1143	1142	1141	1140	1139	1138	1137	1136	1135	1134	1133	1132	1131	1130	1129	1128	1127	1126	1125	1124	1123	1122	1121	1120	1119	1118	1117	1116	1115	1114	1113	1112	1111	1110	1109	1108	1107	1106	1105	1104	1103	1102	1101	1100	1099	1098	1097	1096	1095	1094	1093	1092	1091	1090	1089	1088	1087	1086	1085	1084	1083	1082	1081	1080	1079	1078	1077	1076	1075	1074	1073	1072	1071	1070	1069	1068	1067	1066	1065	1064	1063	1062	1061	1060	1059	1058	1057	1056	1055	1054	1053	1052	1051	1050	1049	1048	1047	1046	1045	1044	1043	1042	1041	1040	1039	1038	1037	1036	1035	1034	1033	1032	1031	1030	1029	1028	1027	1026	1025	1024	1023	1022	1021	1020	1019	1018	1017	1016	1015	1014	1013	1012	1011	1010	1009	1008	1007	1006	1005	1004	1003	1002	1001	1000	999	998	997	996	995	994	993	992	991	990	989	988	987	986	985	984	983	982	981	980	979	978	977	976	975	974	973	972	971	970	969	968	967	966	965	964	963	962	961	960	959	958	957	956	955	954	953	952	951	950	949	948	947	946	945	944	943	942	941	940	939	938	937	936	935	934	933	932	931	930	929	928	927	926	925	924	923	922	921	920	919	918	917	916	915	914	913	912	911	910	909	908	907	906	905	904	903	902	901	900	899	898	897	896	895	894	893	892	891	890	889	888	887	886	885	884	883	882	881	880	879	878	877	876	875	874	873	872	871	870	869	868	867	866	865	864	863	862	861	860	859	858	857	856	855	854	853	852	851	850	849	848	847	846	845	844	843	842	841	840	839	838	837	836	835	834	833	832	831	830	829	828	827	826	825	824	823	822	821	820	819	818	817	816	815	814	813	812	811	810	809	808	807	806	805	804	803	802	801	800	799	798	797	796	795	794	793	792	791	790	789	788	787	786	785	784	783	782	781	780	779	778	777	776	775	774	773	772	771	770	769	768	767	766	765	764	763	762	761	760	759	758	757	756	755	754	753	752	751	750	749	748	747	746	745	744	743	742	741	740	739	738	737	736	735	734	733	732	731	730	729	728	727	726	725	724	723	722	721	720	719	718	717	716	715	714	713	712	711	710	709	708	707	706	705	704	703	702	701	700	699	698	697	696	695	694	693	692	691	690	689	688	687	686	685	684	683	682	681	680	679	678	677	676	675	674	673	672	671	670	669	668	667	666	665	664	663	662	661	660	659	658	657	656	655	654	653	652	651	650	649	648	647	646	645	644	643	642	641	640	639	638	637	636	635	634	633	632	631	630	629	628	627	626	625	624	623	622	621	620	619	618	617	616	615	614	613	612	611	610	609	608	607	606	605	604	603	602	601	600	599	598	597	596	595	594	593	592	591	590	589	588	587	586	585	584	583	582	581	580	579	578	577	576	575	574	573	572	571	570	569	568	567	566	565	564	563	562	561	560	55
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UNIT TRUST PRICES

GOVERNMENT UNIT TRUSTS			MUTUAL BANK FUND			RELIANCE UNIT MANAGERS LTD.			TEMPLE BAR UNIT TRUST MANAGERS			BARCLAYS LIFE ASSURANCE CO.			GREYHOUND UNIT ASSURANCE LTD.			MERCHANT INVESTORS ASSURANCE			SCHOOL LIFE GROUP		
Unit	Name	Price	Unit	Name	Price	Unit	Name	Price	Unit	Name	Price	Unit	Name	Price	Unit	Name	Price	Unit	Name	Price	Unit	Name	Price
100-1	Govt. Bond	100.00	100-1	Bank of England	100.00	100-1	Reliance Bond	100.00	100-1	Temple Bar Bond	100.00	100-1	Barclays Bond	100.00	100-1	Greyhound Bond	100.00	100-1	Merchant Bond	100.00	100-1	School Bond	100.00
100-2	Govt. Stock	100.00	100-2	Bank of Ireland	100.00	100-2	Reliance Stock	100.00	100-2	Temple Bar Stock	100.00	100-2	Barclays Stock	100.00	100-2	Greyhound Stock	100.00	100-2	Merchant Stock	100.00	100-2	School Stock	100.00
100-3	Govt. Dividend	100.00	100-3	Bank of Scotland	100.00	100-3	Reliance Dividend	100.00	100-3	Temple Bar Dividend	100.00	100-3	Barclays Dividend	100.00	100-3	Greyhound Dividend	100.00	100-3	Merchant Dividend	100.00	100-3	School Dividend	100.00
100-4	Govt. Interest	100.00	100-4	Bank of Wales	100.00	100-4	Reliance Interest	100.00	100-4	Temple Bar Interest	100.00	100-4	Barclays Interest	100.00	100-4	Greyhound Interest	100.00	100-4	Merchant Interest	100.00	100-4	School Interest	100.00
100-5	Govt. Yield	100.00	100-5	Bank of Northern Ireland	100.00	100-5	Reliance Yield	100.00	100-5	Temple Bar Yield	100.00	100-5	Barclays Yield	100.00	100-5	Greyhound Yield	100.00	100-5	Merchant Yield	100.00	100-5	School Yield	100.00
100-6	Govt. Return	100.00	100-6	Bank of Cyprus	100.00	100-6	Reliance Return	100.00	100-6	Temple Bar Return	100.00	100-6	Barclays Return	100.00	100-6	Greyhound Return	100.00	100-6	Merchant Return	100.00	100-6	School Return	100.00
100-7	Govt. Profit	100.00	100-7	Bank of Gibraltar	100.00	100-7	Reliance Profit	100.00	100-7	Temple Bar Profit	100.00	100-7	Barclays Profit	100.00	100-7	Greyhound Profit	100.00	100-7	Merchant Profit	100.00	100-7	School Profit	100.00
100-8	Govt. Loss	100.00	100-8	Bank of Jersey	100.00	100-8	Reliance Loss	100.00	100-8	Temple Bar Loss	100.00	100-8	Barclays Loss	100.00	100-8	Greyhound Loss	100.00	100-8	Merchant Loss	100.00	100-8	School Loss	100.00
100-9	Govt. Dividend	100.00	100-9	Bank of Guernsey	100.00	100-9	Reliance Dividend	100.00	100-9	Temple Bar Dividend	100.00	100-9	Barclays Dividend	100.00	100-9	Greyhound Dividend	100.00	100-9	Merchant Dividend	100.00	100-9	School Dividend	100.00
100-10	Govt. Interest	100.00	100-10	Bank of Jersey	100.00	100-10	Reliance Interest	100.00	100-10	Temple Bar Interest	100.00	100-10	Barclays Interest	100.00	100-10	Greyhound Interest	100.00	100-10	Merchant Interest	100.00	100-10	School Interest	100.00
100-11	Govt. Yield	100.00	100-11	Bank of Jersey	100.00	100-11	Reliance Yield	100.00	100-11	Temple Bar Yield	100.00	100-11	Barclays Yield	100.00	100-11	Greyhound Yield	100.00	100-11	Merchant Yield	100.00	100-11	School Yield	100.00
100-12	Govt. Return	100.00	100-12	Bank of Jersey	100.00	100-12	Reliance Return	100.00	100-12	Temple Bar Return	100.00	100-12	Barclays Return	100.00	100-12	Greyhound Return	100.00	100-12	Merchant Return	100.00	100-12	School Return	100.00
100-13	Govt. Profit	100.00	100-13	Bank of Jersey	100.00	100-13	Reliance Profit	100.00	100-13	Temple Bar Profit	100.00	100-13	Barclays Profit	100.00	100-13	Greyhound Profit	100.00	100-13	Merchant Profit	100.00	100-13	School Profit	100.00
100-14	Govt. Loss	100.00	100-14	Bank of Jersey	100.00	100-14	Reliance Loss	100.00	100-14	Temple Bar Loss	100.00	100-14	Barclays Loss	100.00	100-14	Greyhound Loss	100.00	100-14	Merchant Loss	100.00	100-14	School Loss	100.00
100-15	Govt. Dividend	100.00	100-15	Bank of Jersey	100.00	100-15	Reliance Dividend	100.00	100-15	Temple Bar Dividend	100.00	100-15	Barclays Dividend	100.00	100-15	Greyhound Dividend	100.00	100-15	Merchant Dividend	100.00	100-15	School Dividend	100.00
100-16	Govt. Interest	100.00	100-16	Bank of Jersey	100.00	100-16	Reliance Interest	100.00	100-16	Temple Bar Interest	100.00	100-16	Barclays Interest	100.00	100-16	Greyhound Interest	100.00	100-16	Merchant Interest	100.00	100-16	School Interest	100.00
100-17	Govt. Yield	100.00	100-17	Bank of Jersey	100.00	100-17	Reliance Yield	100.00	100-17	Temple Bar Yield	100.00	100-17	Barclays Yield	100.00	100-17	Greyhound Yield	100.00	100-17	Merchant Yield	100.00	100-17	School Yield	100.00
100-18	Govt. Return	100.00	100-18	Bank of Jersey	100.00	100-18	Reliance Return	100.00	100-18	Temple Bar Return	100.00	100-18	Barclays Return	100.00	100-18	Greyhound Return	100.00	100-18	Merchant Return	100.00	100-18	School Return	100.00
100-19	Govt. Profit	100.00	100-19	Bank of Jersey	100.00	100-19	Reliance Profit	100.00	100-19	Temple Bar Profit	100.00	100-19	Barclays Profit	100.00	100-19	Greyhound Profit	100.00	100-19	Merchant Profit	100.00	100-19	School Profit	100.00
100-20	Govt. Loss	100.00	100-20	Bank of Jersey	100.00	100-20	Reliance Loss	100.00	100-20	Temple Bar Loss	100.00	100-20	Barclays Loss	100.00	100-20	Greyhound Loss	100.00	100-20	Merchant Loss	100.00	100-20	School Loss	100.00

Telecommunications Planner

PHONE IN TONIGHT OR TOMORROW 29 AND 30 NOVEMBER, between 6 pm and 8 pm and ask for Terry Fuller on 01-240 9355 - we look forward to speaking to you.

Transmission protocols • Local Area Networks
PSS Modems • Multiplexors and BT facilities • ISDN
and familiarity with all or some of these will be a requirement.

Our client offers one of the most attractive benefits packages available - in fact, everything from luncheon vouchers through to house purchase assistance and relocation expenses - but phone in and we'll tell you more about what could be a major career step for you.

Ring between 6 pm and 8 pm and ask for Terry Fuller on 01-240 9355 - we look forward to speaking to you.

Alternatively, write to Deansgate Management Services, quoting ref. 328, 63/66 St. Helier's Lane, London WC2N 4JS.

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PHONE IN

Grads for industrial marketing

West Midlands. Ores: £8,000 p.a.

Our client is a major West Midlands based manufacturer who requires graduates for sales, and particularly marketing project work, as part of an established team.

If you're a business studies or marketing graduate, with a bias towards computer literacy and handling statistics, this is the ideal opportunity to initiate development and widen your experience, by researching and developing your own findings.

Thorough training - aligned to specific marketing projects - will be given, although successful candidates will probably be able to demonstrate proficiency in this area already.

If you feel you can balance market forces with data analysis, to predict trends and enable the company to react profitably, we'd like to hear from you now.

Starting salary is c. £8,000, plus the usual fringe benefits you'd expect from a leading engineering company.

Please apply in writing to Confidential Reply Service, Ref CC/2, Wyatt Recruitment, Wyatt House, 39 Calverton Road, Edgbaston, Birmingham, B15 2TS.

Applications will be treated in the strictest confidence, and will be forwarded to the client concerned, therefore any companies in which you are not interested should be listed in a covering letter.

Watt RECRUITMENT
Advertising Consultants

SPARES MANAGER ELECTRONIC PRODUCTS

Mitsubishi Electric (UK) Limited is well established in the manufacture and marketing of an extensive range of consumer products including television, audio and video players. In addition, we have responded to the increasing demands for specialised industrial products and are subsequently active in such fields as computer peripherals, telecommunications and automation equipment.

Our continuing expansion plans dictate the need for a new senior appointment in the management team at our Service Centre close to junction 5 of the M1.

Reporting to the Engineering and Service Manager, the successful applicant will be responsible for running the purchasing, stock control and sales functions for spare parts, with staff using computerized systems. They should have several years relevant previous experience, preferably in the electronics industry and will need to have a successful track record as well as related business and/or electronics qualification.

This is a genuine opportunity to join an expanding company offering a generous salary package which includes a company car, twice yearly bonus, an excellent pension scheme and free BUPA cover.

Please send the address below for an Application Form which will be treated in the strictest confidence.

A. Freemantle, Personnel and Administration Manager, Mitsubishi Electric (UK) Limited, Hertford Place, Denham Way, Maple Cross, Rickmansworth, Herts. WD3 2BJ. Tel: (0923) 770000

MITSUBISHI ELECTRIC

Protec FIRE DETECTION & EMERGENCY LIGHTING

SALES ENGINEERS

Specifically Middle/Banks/Dean Also interested in receiving applications from

PROTEC FIRE DETECTION LIMITED offers a proven range of Fire Detection and Emergency Lighting equipment to Government Departments, Specifiers and the General Building Service Industry. After 10 years continued success as a leading supplier in Micro processor based products and extending our sales network to all United Kingdom areas.

We require additional professional Sales Personnel to fulfil our target growth. The candidate must be enthusiastic, self-motivated and have a desire to succeed. Experience within our industry would be an obvious advantage but persons with established Consultant/Specifier contacts, an electrical bias and a proven sales record would be afforded top product training.

As we wish to recruit well above average personnel, the remuneration package is excellent and negotiable.

Interviews will be conducted at our Barking, Essex, Sales Office and at our Head Office in Nelson, to where requests for Application Forms should be made.

Protec Fire Detection Limited, Protec House, Waterford Street, Nelson, Lancashire BB9 8AQ. Tel: (0522) 52527/8

STATIONARY SALES REPRESENTATIVES

Applicants must have a positive and enthusiastic approach to selling and be experienced in the Stationery field, to join an enthusiastic sales team in a very go-ahead company.

We offer a good basic salary, exciting commission rates and company car. Applicants who are at present in the trade and working Croydon, South West London, South Coast, and the Reading area would be preferred.

Please ring Cranleigh (0483) 273044.

Management and Engineering

We are a multi-discipline design and management company operating primarily in the Nuclear, Power and Process Industries. We offer a complete service from conceptual studies through design, procurement, installation and commissioning.

Demand for our services both at home and overseas is increasing as is the level of sophistication of the projects we handle and this has created a need for the following high-calibre people:

Senior Project Managers

— Preferably chartered engineers and must have a proven track record in controlling multi-discipline projects in excess of £50m value.

Process/Project Engineers

— Chartered engineers with lead design or project engineering experience that preferably includes controlled environments/active materials processing/nuclear waste management/remote handling equipment.

Proposals Manager

— Extensive client contact experience is required, from defining brief through to compiling proposals and making presentations.

Senior Estimator

— With a minimum of ten years experience in the costing of process plant and a proven track record of successful work procurement.

Senior Contract Administrator

— Project cost control experience is essential together with the ability to negotiate with sub-contractors and vendors.

Benefiting from the excellent back-up facilities of the Taylor Woodrow Group we are a young dynamic company and require men and women with high levels of energy and professional ability.

In return we will offer attractive salaries and first class conditions of employment.

If you wish to take advantage of these opportunities please write to or telephone: Peter Stone, Taylor Woodrow Management and Engineering Limited, 345 Fulham Road, Southall, Middlesex UB8 2DX. Tel. No. 01-575 4288.

TAYLOR WOODROW

Management & Engineering

Process Management Systems Project Engineering

Distributed digital process control systems bearing the Honeywell name are already at work in many of the most prestigious processing plants and offshore facilities.

Exciting opportunities now exist for Engineers qualified to HNC/Degree level with experience in engineering design of digital process control systems to take engineering and project management responsibility for TDC 3000 projects. We at Honeywell Control Systems place high priority on our Engineers establishing a close working relationship with customers, which will call heavily on interpersonal skills and professional authority.

Contact us today on the Honeywell Control Systems Hotline - (0344) 424555 for more information about these important new appointments.

Or, if you can't get to a phone today, forward your CV to Richard Gould, Honeywell Control Systems, Honeywell House, Charles Square, Bracknell, Berkshire, RG12 1JB.

For the Facts Direct. Tonight. Talk to Chris Meredith on (0344) 424555 between 4pm and 6pm today for more information. And an early interview.

Together, we can find the answers. Honeywell CONTROL SYSTEMS

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Managing Director

Industrial Consumables
Leeds area, to £30,000 + car + profit sharing

This is a real opportunity for a young professional manager to run a highly successful, small, profitable company, being acquired by a US corporation, who are world leaders in their field. The company serves large industry, covering gas, telecommunications, electrical, steel, chemical and power generation. The aim is domination of the UK market through the development of existing resources and future investment. Candidates will be young, ideally mid-30's; they must be graduates in Engineering or Commerce with further education in sales/marketing, business planning/strategy and organisation/people. It is essential that they have front line experience in sales and marketing in the manufacturing of industrial consumer products, where skills in creating markets and applications are needed. Candidates will currently be in a £10m turnover company at General Manager or Sales/Marketing Director level. It goes without saying that candidates must be sales orientated, bottom line managers who believe that service is all important. Personal qualities of high energy, enthusiasm, persistence, integrity, decisiveness and competitiveness are essential. Future prospects are excellent for candidates who can show achievement and success in this role. J.R. Featherstone, Ref: 13321/DT, 0532-448661, Minerva House, East Parade, LEEDS, LS1 5RX.

Engineering Manager

Food Industry
West Middlesex, to £22,000 + car, Age 35-55

This is a key man-management role reporting to the Operations Director with responsibility, through a large department, for the maintenance of highly sophisticated plant and equipment in a leading food group. The company's record of growth and profitability over the last 5 years is unmatched within the industry. This has been achieved through a significant capital investment programme and recognition of the need to fully utilise and develop highly skilled professional staff. Candidates must have a high level of man-management experience in the maintenance section of a technologically advanced large business. Applicants must be innovative and be able to demonstrate a hands on management style and a successful track record. He/she will ideally be an engineering graduate or equivalent, and probably a member of an engineering institution. This is an excellent opportunity for career advancement in a progressive company which offers attractive large company benefits. B.F. Hoggett, Ref: 10452/DT, 0532-448661, Minerva House, East Parade, LEEDS, LS1 5RX.

Technical Director

Electrical/Mechanical Products
North West, £20,000 +, plus car

This well structured technically innovative company with a £5m turnover has a wide market penetration with a range of electrical installation products of high quality. To maintain their existing client base and to spearhead future developments within the market place, the requirement is for a highly experienced engineer who will be responsible for on-going development programmes of the company including manufacturing methods and technologies and product design and development. The person must be both technically aware and commercially orientated, capable of initiating original concepts and seeing them successfully carried through to manufacture. As part of a committed management team, and assisted by a highly competent department, the Technical Director will lead the company into the 1990's and be at the forefront of the company's growth plans. Candidates, ideally 35-45, will be qualified engineers from a volume electrical/mechanical environment with at least five years' direct experience of running a technical development department. Opportunities and benefits are first class. G. Soble, Ref: 29595/DT, 061-832 3500, St. John's Court, 78 Garside Street, MANCHESTER, M3 3EL.

Field Sales Manager

Sports Goods
North West base, c.£17,500 + car

Strong brand identity with a broad range of quality sports products makes this a challenging opportunity within an international company. Responsibilities will be for motivating a professional sales force, setting budgets, monitoring performance and providing training and development where appropriate. Candidates, aged 30-45, must have had several years' successful man-management experience within a consumer goods environment. A comprehensive range of benefits include a high basic salary c.£15,000 plus a performance related bonus; assistance with relocation is available where applicable. G. Soble, Ref: 29596/DT, 061-832 3500, St. John's Court, 78 Garside Street, MANCHESTER, M3 3EL.

Electronics Engineer

Research and Development
North West, c.£16,000

The company, part of a major international group, is currently embarking on a major modernisation and investment programme to maintain its position in the forefront of their specialist technological field. Presently manufacturing a range of high volume electrical/mechanical components with national usage, they are also actively involved in the development and use of micro-computer based electronics. The requirement is for an Electronics Engineer to lead a small team in the research and development of new and associated technologies which will include hardware but with the major emphasis on software development. Candidates must be Electronics Graduates, under 30, with several years' detailed experience in the development of electronic products. They will be expected to provide technical sales support and must have a cost awareness and be capable of advising production departments on the introduction of manufacturing techniques. A foreign language would be a distinct advantage. Opportunities for advancement are excellent and the usual large company benefits exist. G. Soble, Ref: 29596/DT, 061-832 3500, St. John's Court, 78 Garside Street, MANCHESTER, M3 3EL.

Financial Software Sales

Based W. Yorks. UK & Overseas Travel
£15,000 basic, OTE £30,000 + car + relocation

The client is a rapidly expanding market leader in Financial Accounting Packages for the Hewlett Packard HP-3000, with the real prospect of also becoming the same for the DEC VAX range. The tremendous success of the product, coupled with exciting developments of additional products, has led to the need to appoint a Sales Executive who will report to, and work closely with, the M.D. Eventually, you will become involved in all aspects of company sales including overseas markets. Aged 28-45, you must have sold software packages, Turnkey Systems or Hardware and, preferably, have had a taste of both large and small company environments. Additionally, the client is looking for someone with an accounting background, ideally qualified and experienced, possibly part qualified. Alternatively, a candidate with strong financial software expertise may fit the bill. The prospects are genuinely amongst the best on offer and the benefits package generous, open-ended, and includes relocation assistance. P.A. Adley, Ref: 11611/DT, 0532-448661, Minerva House, East Parade, LEEDS, LS1 5RX.

U.K. Sales/Marketing Manager

Yorkshire, c.£14,000 + bonus + car

This position is with a well established specialist confectionery manufacturer which is expanding its product range to address new market areas. The requirement is for an experienced Sales Manager who has the marketing flair to take a leading role in the identification and development of new product and market opportunities. Candidates must have experience of managing a sales force operating in the F.M.C.G. Pharmaceutical or similar markets, and possess well-developed business and market-planning skills. This role will provide excellent scope for further career development, with success being recognised and well-rewarded. Relocation assistance is available. J. Kilvington, Ref: 2635/DT, 0742-731241, Bunk House, 100 Queen Street, SHEFFIELD, S1 2DW.

These positions are open to male or female candidates. Please telephone for a Personal History Form to the relevant office, quoting the appropriate reference.

We've made an impact on the UK semiconductor market

and intend to expand upon it.

As one of the most aggressive semiconductor and systems manufacturers operating within the UK, development of our market share has really taken off. The next stages of continued growth objectives creates the following new positions within Technical Sales and Marketing for professionals looking for the challenge and rewards associated with such an explosive marketing approach...

DIVISIONAL MANAGER (SD1)

Industrial Products c£30k + Car
A position requiring a strong man-manager with experience of the industrial market sector.

Ideal applicants will currently be working in the semiconductor market, in a sales or marketing role.

MARKETING MANAGER (SM2)

c£30k + Car
This new division requires a professional marketer to direct a young team of marketing engineers in all aspects of the international semiconductor market.

Ideal applicants will currently be involved in a marketing function within the semiconductor industry and will have all round product appreciation. Foreign languages would be an advantage.

PRODUCT MARKETING MANAGERS

c£20k + Car
★ MOS memory/telecom products (SM3)
★ MOS micro/graphic displays (SM4)
★ Discrete semiconductors (SM5)
★ Bi-polar linear products (SM6)
★ Semi-custom products (SM7)

Providing technical support to both the internal and external sales teams, product planning and distributor presentations. Ideal applicants will be under 30 with at least an HNC or equivalent qualification and will be prepared for frequent international trips.

APPLICATIONS ENGINEERS (SA8)

c£18k + Car
Southern England Midlands/North
Ideal applicants will have extensive knowledge in either Bi-Polar Linear or Discrete Products and will be qualified to degree standard. Applications experience is preferable although a Systems Design Engineer with commercial aptitude would be considered.

SENIOR SALES ENGINEERS

c£18k + Car
The following positions require young, aggressive sales professionals with experience of the specific market sector, preferably with a semiconductor background.

DISTRIBUTION (SS10)
Southern England

COMPUTER (SS11)
Central Southern

TELECOM (SS12)
S.E. London & Midlands/North

CONSUMER/AUTOMOTIVE (SS13)
Midlands & South/South West

INDUSTRIAL (SS14)
South & Midlands

MILITARY (SS15)
Central Southern

Salary/remuneration packages will meet the expectations of the calibre of individual required.

In absolute confidence, Contact JULIA HEWETT on LUTON (0582) 450054 up to 9.30pm

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Computing Devices, based on the East Sussex Coast, offers the kind of future that ambitious professionals should consider carefully.

Before us lies a full order book and a great future — one we would like you to share. Our contracts include: Airborne Reconnaissance Digital Image Processing • Stores Management Systems for Military Aircraft. All around us you will find unspoilt natural beauty in one of the most historic regions of Britain. Behind us you will see a record of dynamic growth, together with the formidable resources of the Control Data Corporation.

We are a young company, with an informal friendly management style, offering a real opportunity to influence events, where your achievements will be quickly recognised.

Unless otherwise indicated, we seek graduates or equivalent with two or more years' experience for all appointments. The excellent career prospects are linked to our growth and not necessarily limited to function or location. Here are examples of some of our current opportunities:

ASSISTANT PERSONNEL OFFICER
Anybody graduate to assist in the recruitment process and to develop close relationships with schools, colleges and universities. Ref: D18/L.

CONTRACTS OFFICER

Either a newly qualified numerate graduate or someone with a couple of years' experience. Involvement in defence contract administration, quotations, costings, negotiations, and client liaison. Ref: D16/2.

FINANCIAL ANALYST

We are seeking a qualified accountant with 2 years' industrial experience of financial planning and budgeting including risk analysis, using computer based models. Ref: D16/3.

SYSTEMS ANALYST

For this appointment we seek someone with commercial experience of applications software and systems, preferably PDP equipment with DBOL and RSTS/E. Ref: D16/4.

PROJECT ADMINISTRATORS
To plan and co-ordinate multi-discipline engineering programmes to critical deadlines. These opportunities call for administrators with good interpersonal skills. Ref: D16/5.

For all jobs, in addition to competitive salaries, you can expect an exceptionally good range of company benefits and you will be pleasantly surprised by house prices in East Sussex. Please telephone or write for an application form, and information to: Nigel Perks, Computing Devices Company Limited, Castleham Road, St. Leonards-on-Sea, East Sussex TN38 7NJ. Tel: (0424) 53482.

COMPUTING DEVICES



Minicomputer Engineering Support

Design and Manufacturing
c£10-14,000

As one of the largest and almost certainly the fastest growing British manufacturer of advanced minicomputers and office automation systems, Quality Engineering is too small a word for the resources and expertise we pour into ensuring that our integrated systems perform to (and beyond) the limits to which they were designed.

So were looking for engineers whose backgrounds fit them to the challenge of refining some of the most advanced computer technology in the UK, from the fundamental level of the initial design concept, through the development of hardware, software and manufacturing processes, into customer acceptance and beyond. Ensuring that integrity is designed in and not built on.

Hardware/Peripherals Quality Support

You'll need both a practical flair blended with the technical depth that enables you to work comfortably with teams and suppliers at all levels. In this respect a good HNC/HND plus several years experience in electronics design, computer support, manufacturing or a technical quality role would be ideal. Age 25-40.

Hardware/Software Quality Support

The same basic requirements apply, except that you'll have added a good working knowledge of high level languages such as FORTRAN, COBOL or CORAL to your electronics background. This could well have been gained in a field such as test programming.

Both positions represent excellent career opportunities within a growing team.

Contact Dennis Wing on (0449) 3872 or send a brief CV to me at: I.T.L., Eaton Road, Hemel Hempstead, Herts. HP2 7UL. Alternatively phone our consultants, Macmillan Davies on (0992) 552532 quoting reference I.T.L.



Information Technology Limited

imos REAL-TIME PROGRAMMERS

Programmers are required for a small systems house in Central London. Candidates MUST have real-time experience, be able to work unsupervised, have at least two years' practical programming experience, have experience in RT11, RSX11M, PLUS and MACROS II languages, and assembler programming on DEC PDP11 equipment.

It is desirable, but not essential, that candidates have a knowledge of telecommunications, one or more languages other than English, VAX experience and FORTRAN experience.

The 5-figure salary will be related to skill and experience and will be better than industry average; plus attractive incentive schemes.

Although the company is based in London it operates world-wide and candidates must be prepared to undertake overseas assignments of 2-6 weeks' duration.

Write with C.V. for appointment for interview to A. G. Chater, I.M.O.S. Ltd., First Floor, 135 Farringdon Road, London E.C.1.

PRODUCTION/PROCESS ENGINEERING MANAGER

c£12,000 pa

Lancashire Coast

Our clients, a division of a small yet progressive group are specialists in solvent recovery and formulation. A planned expansion programme which includes the development of a new processing plant necessitates the appointment of a first class Chemical Engineer. This new position reports directly to the Managing Director and duties will encompass directing and controlling the day-to-day activities of the processing plant. Ideally the person appointed will be aged 25-33 and have a degree in Chemical Engineering. In addition to possessing a good practical background candidates will be selected on the basis of management experience and the ability to maximize efficiency in the continuous processing environment.

The company is based in a rural setting which offers good housing and social amenities. Remuneration is excellent and includes a full range of benefits and re-location assistance.

This is a career opportunity and therefore we are interested in hearing from young ambitious engineers not yet convinced their present employment offers long-term prospects.

For further information contact: LYNDIA J. COWAN REC.I.

Tryangle Management Consultants
2nd Floor 6 Church Street, Altrincham, Cheshire WA14 4DW
Telephone: 061-9415747 (24 hours)

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... to create a nationwide chain of outlets

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MANAGEMENT
SELECTION**

This exciting fast food system catering concept is well established and highly profitable. In Europe, Pilot outlets in the UK have been successful and the company, a wholly owned subsidiary of a £200-million international group, is now ready for the next development phase. Your challenge is to assume profit accountability for the UK operation. Initial emphasis will be on the further expansion of turnover in existing outlets through innovative concept development, promotions and more effective operations management. Later, from a sound commercial base, you will progressively develop a substantial chain of outlets nationwide. Success will ensure your rapid career development. Probably in your late 20's or 30's and professionally qualified you will

have at least 3 years' relevant regional/operations management experience in fast food, system catering or similar multi-outlet catering environment. Creativity, entrepreneurial flair, obvious promotability and determination to succeed are all critical requirements. Salary for discussion to the level indicated. Quality care and most usual big company benefits including generous help with relocation where appropriate. Location: initially Central London. Please send full career details in confidence - to J. M. Hodgson ref. D.18307, HAY-MSL Management Selection, Grosvenor House, 12-18 Queen Street, Manchester M2 5HS.

TO £25K + CAR

Commercial Manager

To join Computervision ... the world leader in CAD/CAM

COMPUTERVISION

Computervision has an enviable record of sustained profitable growth as the world leader in sophisticated CAD/CAM and CAE technology. Our continuing expansion in the UK has created an opportunity for a Manager with commercial flair and practical and logical decision making skills to head a small department, at our Basingstoke headquarters. Reporting to the Finance and Administration Managers and working closely with the Sales and Technical departments, your responsibilities will include carrying out financial negotiations, advising on contractual matters, and reporting on sales activity. You will also lead a small team of administrators concerned with all aspects of order processing, shipping, delivery and invoicing. Sound experience within a commercial department is more important

BASINGSTOKE, HANTS: c.£16,000 + PROFIT SHARE

than academic qualifications, although evidence of formal training in contract law, import/export procedures and finance and accounting is necessary. Computer industry experience is essential and a background in sales, finance or purchasing would be particularly useful. In addition to a salary negotiable around £16,000, we offer an attractive range of benefits including profit sharing bonus, pension scheme, free BUPA, and relocation assistance where appropriate. Career prospects, as you would expect from a fast growing, high technology company, are excellent. Please send a resume or telephone for an application form to: Keith Neal, Computervision Limited, Computervision Centre, New Street, Basingstoke, Hants RG21 1AB. Tel: Basingstoke (0256) 58133.

Marketing of Non-ferrous Metals

**BP
BP Minerals
International
Limited**

BP Minerals International is one of the principal businesses of The British Petroleum Company p.l.c. and is involved in exploration, mining and metal production and operations in some twenty countries. To keep pace with BP Minerals' continuing growth in the mining industry, an opportunity has arisen for an Executive Assistant to join its small but senior marketing team. Reporting to the Marketing Manager, and based in the West End of London, responsibilities will involve all aspects of the marketing of current production which includes copper, zinc, tin and nickel, and the evaluation of market potential for new products such as uranium.

Candidates, preferably aged 30 to 40 years, must have previous experience in marketing of non-ferrous metals and/or concentrate. An attractive salary is negotiable. Excellent benefits include non-contributory pension and generous assistance with relocation expenses where appropriate. Please write in confidence with full career details to Mrs. H. G. Ashburn, BP Minerals International Limited, Selection Trust Building, Masons Avenue, Coleman Street, London EC2V 8BU. BP is an equal opportunity employer.

Factory Services Engineer

**Rowntree
Macintosh**

This appointment will appeal to Graduate/Chartered Engineers with mechanical experience in the supply of factory services. The Services Engineer will report to the Chief Engineer and will be involved with the design, specification and maintenance of all service installations and supply of utilities. The position requires experience in refrigeration, air conditioning and the servicing of both liquid and solid fuel boiler systems. Knowledge of water treatment and humidity control would be useful. The Halifax operation employs approximately 3,000 - around 220 of

whom are maintenance staff - manufacturing Quality Street and Toffo. The plant, consisting of ten small factory units, is modern and of a high technical order. We offer an attractive starting salary, usual large company benefits and good career prospects. Attractive and reasonably priced housing is available within easy travelling distance of the M2 and the Pennine area. Please write for an application form to: B. E. F. Clarke, Group Recruitment Manager, Rowntree Macintosh plc, York YO1 1XY.

HALIFAX

Production & Operations Director

**Spillers
Foods**

Spillers Foods Limited is one of Britain's leading food manufacturers. Our By-Products Division is a major supplier of animal feed materials concerned with the collection, processing and distribution of meat-based raw materials for pet foods. We now wish to appoint a Director at our Manchester site who will have responsibility for all production, engineering and transport activities within the Group. Reporting to the Managing Director, the successful applicant will be a member of the By-Products Group board and will play a full part in the commercial running of the business. There will also be significant involvement in industrial relations, including the annual wage bargaining round.

Applicants, aged 35 to 50, should have considerable experience of production management at a senior level, preferably within the food industry, and in a unionised environment. Qualifications are less important than proven ability. The attractive conditions of employment will reflect the seniority of this position and will include company car and relocation assistance, where appropriate. Please telephone for an application form to: M. F. Langley, Personnel Controller, Spillers Foods Limited, Blagdon Road, New Malden, Surrey. Tel: 01-849 6100.

MANCHESTER: c.£16,500 + CAR

Corporate Development

Boots

This challenging post will ideally suit a graduate with sound accounting skills, considerable commercial acumen and proven ability in the investigation of acquisitions. You could be an accountant, preferably chartered, possess a business degree, or have relevant commercial experience. The Boots Company is committed to a corporate development strategy that will greatly improve our presence in a number of major markets worldwide. The strategy involves investments in our international trading base through acquisitions. To exploit fully the opportunities available to us we now seek to strengthen further our Corporate Development team.

Your key role will be to search out, study and analyse the finances and other characteristics of businesses both in the UK and overseas which might be potential acquisition candidates. This will include an evaluation of the effects of such an acquisition on all parts of the Group. Benefits are those you expect from a major company with a substantial reputation worldwide. They will include profit sharing, generous staff discount facilities and where appropriate, an excellent relocation package. Please send full details of your career to date and current salary package to: Jim Hallam, Employment Services Manager, The Boots Company PLC, Head Office, Nottingham NG2 3AA.

NOTTINGHAM: c.£16,000

Naval Architect - Offshore Engineering

BP

This is an opportunity for a young Naval Architect to work in the Offshore Division of our Engineering and Technical Centre. The post is London based, but could eventually lead to project work elsewhere in the UK or overseas. Working in the Division's multi-disciplinary team, you will be involved in the development of schemes for offshore oil production through fixed, as well as floating, structures. You will contribute to conceptual design proposals and review outside design proposals. In due course the opportunity should arise to co-ordinate small teams of designers and supervise the work of consultants and contractors. Aged around 28 to 30 you must have a good degree in naval architecture or equivalent and have chartered status in a relevant professional institution. As well as knowledge of modern ship-building

practice, you should have at least 3 years' experience of the offshore oil industry. In areas such as semi-submersible design or operation, or offshore tanker mooring. Experience of working offshore is highly desirable. An attractive salary will be offered and benefits include a non-contributory pension scheme and generous relocation assistance, where appropriate. Please write or telephone for an application form, quoting ref. D.179, to: Susan Sklar, Recruitment & Placement Branch, The British Petroleum Company p.l.c., Britannic House, Moor Lane, London EC2Y 8BU. Tel: 01-260 3484. BP is an equal opportunity employer.

Statisticians

**CU
ASSURANCE**

Commercial Union Assurance, one of Britain's leading international insurance groups, has newly created opportunities for suitably qualified and experienced Statisticians to work in its Head Office in the City of London. In both cases the persons appointed will contribute to the overall development of relevant insurance accounts by improving the level and quality of statistical information available to Management and by developing decision support systems in relevant areas. They will also undertake the analysis of specific data as required. Preferably in their late 20's or early 30's, applicants must be educated to at least Open University degree standard in statistics, mathematics or an allied subject. Additionally they should have considerable experience in the design and use of mathematical models for the analysis of statistical data and the development of computer programmes. This experience should have been gained in a commercial environment - ideally that of a Non-Life

insurance organisation. The successful candidates will demonstrate a high standard of verbal communications skills, both orally and in writing. They must be capable of working on their own initiative under broad Management direction and within agreed timescales. We offer a salary negotiable to £15,000, including Central London allowance, and a valuable benefits package which includes low cost Pension, Life Assurance and Mortgage schemes after a suitable period of qualifying service. In the first instance applicants should write giving full details of qualifications and career history, to: Miss E. Duggins, U.K. Personnel Dept., Commercial Union Assurance, Commercial Union House, 69 Park Lane, Croydon, Surrey CR9 1BE.

CITY OF LONDON: c.£15,000 + BENEFITS

Production Planning Manager - Electro-Mechanical Environment

**Hunting
Holt Ltd**

Hunting Holt, one of the most rapidly expanding engineering companies on the South Coast, is a member of the Hunting Group of companies. A new appointment is to be made in our highly successful Military Division. The mandate will be to draw together, co-ordinate and lead the three separate disciplines of planning, industrial engineering and estimating. The role involves the development of the sales and production planning to pre-production, and achieving high levels of customer satisfaction (primarily MoD). Our Military Division designs and installs communication and electronic systems in military vehicles and produces mobile power generating

systems. The environment is primarily electro-mechanical short batch work on contracts valued from £5m. to £20m. Career prospects are excellent. You will be responsible for the production planning and control of work on their own initiative under broad Management direction and within agreed timescales. You will probably be of graduate status with a practical background at a senior level in at least one of the disciplines above and preferably two or more. You should be experienced in the management of change and ideally from an MoD electro-mechanical environment. Please send full details, including salary, making an application form unnecessary, to: Chris Blake, Hunting Holt Limited, Ryebank Works, Shoreham-by-Sea, Sussex BN4 3FL.

Opportunities in Mini Aerosol Development

**Glaxo Operations
UK Limited**

Glaxo is the largest British-owned pharmaceutical company with an enviable reputation for successful ethical pharmaceutical products. We are currently setting up a unit specifically concerned with the development of aerosols for a wide range of anti-asthma preparations, and have the following attractive opportunities for experienced technical staff.

Technician

Educated to H.Tech or HNC level you will have gained substantial experience working in a field relevant to aerosol development, and will provide full technical assistance in the work of this unit.

Graduate - Chemistry or related sciences

Working in an exciting developmental role you will carry out trouble-shooting, process development and validation exercises. You should have at least 2 years' post-graduate experience, preferably gained working with aerosols and the mechanics of aerosol delivery.

In addition to a competitive salary these positions carry an attractive benefits package including non-contributory pension, guaranteed bonuses and an excellent sports and social club. For further information and an application form, please write to, or telephone: Miss D. F. West, Personnel Officer, Glaxo Operations UK Ltd, Priory Street, Ware, Herts SG12 0DD. Tel: Ware (0920) 3983, ext. 2176.

Careers in Sales - with training for success

Pitney Bowes

There are few companies where new sales people, men or women, can so quickly make their mark as Pitney Bowes - one of the world's leading office systems manufacturers. You can achieve earnings and benefits that, at the moment, seem a distant dream. A Sales Career in Pitney Bowes can offer you

- £13,000 + on target earnings, including a significant base salary, and a bonus in your first year - after that the sky is the limit.
- Sales training that is second to none, in a dynamic, positive environment.
- The chance to attend sales conventions abroad in places like Barbados, Marbella and Malta.
- Real opportunities for promotion into sales management.
- A superb range of office equipment to sell including mailing systems and telecommunications, facsimile and copier products.

Start or develop your sales career with a world leader

• LONDON • N.W. KENT • SURREY • HERTS • DORSET • BIRMINGHAM • CUMBRIA • MANCHESTER/LIVERPOOL

A career in an expanding 'blue chip' multi-national with a long, well-established record of outstanding success - 18-20% compound growth over the past 6 years and a worldwide turnover of \$2.2n. There's much more but we'll tell you all about it if we meet.

What we want from you is:

- A good basic education - preferably to 'A' level standard
- A positive, enthusiastic personality with a liking for excitement
- The desire to succeed through ability and hard work
- A current driving licence.

Preferred age range 22 to 32.

To find out more telephone Terry Pace, National Recruitment and Sales Training Manager, on Harlow (0279) 26731 today or tomorrow. Pitney Bowes means people.

Area Sales Managers - Extruded Products

MIDLANDS: SOUTH

Century Aluminium

Century Aluminium, a highly successful company supplying aluminium extrusion to the general engineering and building markets, wishes to appoint two Area Sales Managers to expand its operation in the Midlands and South. The successful candidates must possess a proven track record in selling to those markets, preferably with extrusion experience - although this is not essential as training will be given. The ability to identify and

develop new accounts in these areas is also essential. A competitive salary is available to those of the right calibre and a company car and non-contributory pension scheme make up the package. In the first instance, please write to: D. M. Cuthbert, Century Aluminium Company Ltd., Century House, 14 Dale End, Birmingham B4 7LN. All enquiries will be treated in the strictest confidence.

Aluminium Bahrain (ALBA) is the major aluminium producer in the Arabian Gulf currently producing in excess of 170,000 tonnes a year. The Smelter operation includes Reduction and Casting Departments, a

Shift Charge Engineer

... to operate and control on shift the 24 MS5001 gas turbine units, 3 banks of 150 MVA rectifiers and 11 KV distribution network. Candidates, aged 25 to 40 and qualified to at least HNC or equivalent

Carbon Plant, a Vehicle Workshop, a six mile Aerial Ropeway, its own Marine loading and discharging facilities and a 420 MW Power Station.

BAHRAIN: c.£23,500 + BENEFITS

Mechanical Engineer

ALBA

... reporting directly to the Manager, Maintenance Power and Utilities. This department operates and maintains the 24 gas turbines, 15 rectifier units, the 11 KV network in addition to all ancillary equipment which includes water, air and desalination supplies to the plant. The successful candidate will be required to investigate, propose and effect solutions to

problems arising on all installed equipment and to complete all engineering project work. Candidates, aged 25 to 40 and qualified to at least HNC in Mechanical Engineering must have a minimum of 5 years' experience on rotating equipment including gas turbines. Ref. D.M.E.

BAHRAIN: c.£22,500 + BENEFITS

Earnings, at present tax free and freely transferable, will be around £23,500 and £22,500 respectively calculated at current exchange rates. The first position is offered on a 3 year and the second position 2 year fixed term contract basis. In addition, substantial benefits include: • end of contract bonus and provident fund • 30 working days' annual leave plus 12 days' public holidays • rent free furnished or semi-furnished bungalow • recruitment and repatriation expenses • annual return air fares for employee and family • children's education allowances • free medical care and life insurance.

Bahrain is a stable and attractive country in which to live. English is widely spoken and the company's experience in the rapid and smooth entry of expatriate staff into the local community. Extensive sports and social facilities exist. Please write with full details, quoting the appropriate reference number, to: K. W. Rowe, Alba Smelter Services Ltd., Sandbrook House, 2-3 Old Bond Street, London W1X 3TB. BP is an equal opportunity employer.

Geophysicist

**BP
BP cool
limited**

Since its formation in 1974 BP Cool has acquired widespread international coal interests and today is one of the world's largest coal companies with an annual turnover of £440m. and a saleable production of some 10m. tonnes. It already has in situ reserves of some 30m. tonnes and is actively exploring in Australia, Southern Africa, Indonesia and elsewhere. You will be required to:

- advise on the geophysical aspects of coal exploration programmes
- assist in developing geophysical log interpretation techniques and software, working closely with our Research Centre
- assist in computerised coal reserve evaluations and, as required, in geological work programmes and review studies.

International travel is likely to be required.

You must be a graduate in geophysics/physics and have at least 4 years' experience in the non-destructive industry. A thorough knowledge of downhole geophysical logging is essential. Experience in the application of computers in exploration is desirable. Starting salary will be up to £17,000 per annum and will be higher for an exceptional candidate. Excellent benefits include non-contributory pension and generous assistance with relocation expenses, where appropriate. Please write or telephone for an application form, quoting ref. D.178 to: Susan Sklar, Recruitment & Placement Branch, The British Petroleum Company p.l.c., Britannic House, Moor Lane, London EC2Y 8BU. Tel: 01-260 3484. BP is an equal opportunity employer.

LONDON BASED

International Auditor

**HAY-MSL
CONFIDENTIAL
ADVERTISING**

Our client is fast growing and successful, part of a multi-national organisation, and has a world-wide reputation in its own specialist engineering field. The audit department, which carries out external group accounts, will bring you into frequent contact with senior decision makers on both sides of the Atlantic, and provides a real opportunity to influence both the Group's future and your own. Based near Glasgow, this is a 'hands-on' control and liaison role between the UK headquarters and the operating subsidiaries abroad and is part consulting and part auditing. Extensive

travel will be involved, mainly in Europe. You should be ACA or ACCA, aged 24 or over, with qualities which generate cordial working relationships. You must have at least 4 years' experience covering auditing and computerised accounting. Major company benefits include relocation. Please write with full details. These will be forwarded direct to our client. List separately any companies to whom your application should not be sent. B. C. Oliver, ref. D.1842, HAY-MSL Confidential Advertising, 52 Grosvenor Gardens, London SW1W 0AW.

£14,000-£16,000 + EXCELLENT PROSPECTS

Area Sales Manager - Export

FLYING GOOSE

We are an expanding major independent seafood company with worldwide trading interests, based in an attractive part of Wiltshire. We require two Area Sales Managers to join a small effective team in our Head Office based Export Sales Department, negotiating with major national European companies. Applicants should be aged 28 to 40, with a minimum of three years' experience in sales, ideally including seafood, and a proven track record in frozen food areas. Fluency in German is essential for one post, fluency in

French for the other. As European travel is a major feature of these positions, knowledge of a further European language would be an advantage. An excellent package includes profit related bonus schemes, non-contributory pension, free BUPA, help towards relocation. For full details please write with CV to Max Keyzer, Flying Goose Ltd, Barrow House, Bishopstrow, Wiltshire BA12 9HU. Tel: (0885) 214565.

WILTS: £11,000-£14,000 + CAR

Senior Contracts Officers ... with experience of MoD contracts

**FERRANTI
Computer Systems
Chester Heath Division**

Our outstanding success in real time action computer systems and an extensive order book has created these two challenging opportunities. One is to be based at our headquarters near Manchester and the second at our Weymouth office. The Senior Contracts Officers will be fully involved in the preparation of tenders and the contract administration of the resulting orders. As the work will be mainly for the Ministry of Defence, a detailed knowledge and experience of Ministry terms, conditions and procedures for

administering cost plus and fixed price contracts is essential. Attractive starting salaries are negotiable and benefits are those associated with a company of Ferranti's standing and reputation including generous relocation assistance in suitable cases. Please write with a detailed CV, quoting ref. D.144, to: Colin Roberts, Ferranti Computer Systems Ltd., FREEPOST, STOCKPORT, Cheshire SK3 0YF.

MANCHESTER AND WEYMOUTH: ATTRACTIVE SALARIES AND BENEFITS

Personnel Officer

**Glaxo Operations
UK Limited**

As market leader in the British pharmaceutical industry Glaxo is enjoying outstanding success and a highly profitable performance. Operating in a fast moving and demanding manufacturing environment, you will play an active role in providing a comprehensive personnel service to over 1,400 staff, a significant proportion of whom are scientifically and technically qualified. This will include recruitment, IR, salary administration and ensuring consistency in the operation of personnel policies. You will be joining a young and professional team whose key objectives are to maintain good employee relations and to develop the personnel function to benefit the future of both the company and its employees.

Probably in your late 20's to early 30's you should be an ambitious graduate with 5 years' suitable experience. Ideally gained in a pharmaceutical or similar industry, a creative and flexible approach to IR and excellent interpersonal skills are keys to success in this appointment. Located in the attractive market town of Barnard Castle, the company offers a full relocation package, significant profit related bonus, non-contributory pension and life assurance, together with excellent sports and social facilities. In the first instance please send full career details - in confidence - to Sheila Whelan ref. D.51002, HAY-MSL Personnel, Grosvenor House, 12-18 Queen Street, Manchester M2 5HS.

c.£13,000

Engineers/Sales Engineers - Environmental Controls

SAUTER

Sauter Automation Ltd. have successfully expanded to become the foremost name in the design and manufacture of Europe's most advanced range of control equipment for environmental control and energy conservation. Our success has created the following opportunities. We are seeking experienced and motivated individuals to join our team at all three locations. We also offer an attractive benefits package including competitive salaries, free life insurance, BUPA - after a qualifying period, pension scheme, and 24 days' holiday. For an application form, please write or telephone: The Personnel Officer, Sauter Automation Ltd., 165 Bath Road, Slough, Berks SL1 4AA. Tel: (0753) 38221.

Responsible for the London, Bristol or Manchester area, you should possess a sales background in the commercial and industrial controls market, preferably with a degree or a good technical qualification. Commissioning and Service Engineers Operating in the London area, you should be a graduate or well qualified technician, who would like to develop a career in control systems and application, leading into commissioning and servicing of automatic control systems and computers.

Investment Review Analysis

JP Morgan

This newly created opportunity in our Industrial Division Finance Department is for a young accountant, probably working in manufacturing industry, who has at least two years' post-qualification experience and, ideally, an economics background. Your experience should have been gained in the costing and/or audit department of a manufacturing company. Your role is to liaise with the production planning and control department and to be involved in preparing a data base and a set of criteria for monitoring divisional performance against capital employed. You will be required to compare divisional performance with relevant outside business and there will be involvement with the Department of Industry on investigating grant opportunities.

NOTTINGHAM: c.£13,000

Management Training Officer

SavaCentre

SavaCentre is a joint Sainsbury's and British Home Stores enterprise set up in the mid 70's and one of today's major retail success stories. We now have six hypermarkets in operation and there are plans for further expansion. The hypermarket environment presents a unique challenge to the Management Training professional - the challenge of creating effective Head Office and in-store training for over 750 managers/supervisors level staff and equipping them to meet the demands of maintaining our high standards of customer service in a fast moving environment. Based at our Wokingham Head Office and reporting to the Management Development Manager you will be working closely with all levels of Head Office and Store Management and have responsibility for developing and implementing management training courses. Specific emphasis is in the following key areas:

- Developing a range of management/technical skills training packages
- Acting as tutor/course leader in the running of management training

courses both in the Stores/Head Office and on a residential basis. • Training Store Training Officers to run management training packages. • Contributing to the overall direction and development of the Company training function. Aged, ideally, mid-thirties and with previous management training experience and possibly line management experience - preferably gained in a retail environment - you will need an innovative approach and a high level of communication skills to meet the SavaCentre challenge. A high degree of mobility is required. Career prospects within training, personnel or line management are first class. We are offering an attractive 5 figure starting salary, company car and excellent benefits package which includes generous assistance with relocation expenses where appropriate. Please write with full career details to Steven Hemmings, Personnel Manager, SavaCentre Ltd., 45-47 Peach Street, Wokingham, Berkshire RG11 1XL.

WOKINGHAM, BERKSHIRE: ATTRACTIVE SALARY + CAR

Chartered Mechanical or Chemical Engineer

Dairy Crest

... for key role in a major capital accounting project

Dairy Crest, the country's leading dairy product manufacturer with a turnover in excess of £350m., has recently set up a capital accounting project team, charged with the task of standardising company records for both leased and owned assets. We now need a Chartered Engineer to join the team for approximately 12 months. As a team member you will be involved with the collection of relevant records and be responsible for defining, establishing and implementing a standard framework to be used on the major capital investment programme, relating to the 1983-1986 strategic plans. Specifically this will mean developing a detailed reference system for all capital assets together with identifying and identifying physical assets for both historical cost and current cost purposes. Qualified to Chartered Engineer status - ideally mechanical or chemical

-you must have relevant experience of project/process engineering work in a similar or related industry. Familiarity with the preparation of documents for data entry would be an advantage. The post will involve substantial travel and the majority of the working time will be spent at our factory sites, which are primarily in the S. Wales, S. West and West Midlands areas. It is likely, therefore, that you will live in one of these areas. Regular visits will also be necessary to our Head Office in Surrey. We offer an excellent salary, dependent on experience, and a benefits package which includes a company car. Please write or telephone for an application form to the Personnel Administration Manager, Dairy Crest, Milk Marketing Board, Thames Ditton, Surrey KT7 0EL. Tel: 01-398 2853.

ATTRACTIVE SALARY + CAR



Shell U.K. Exploration and Production

INSTRUMENTATION AND CONTROL

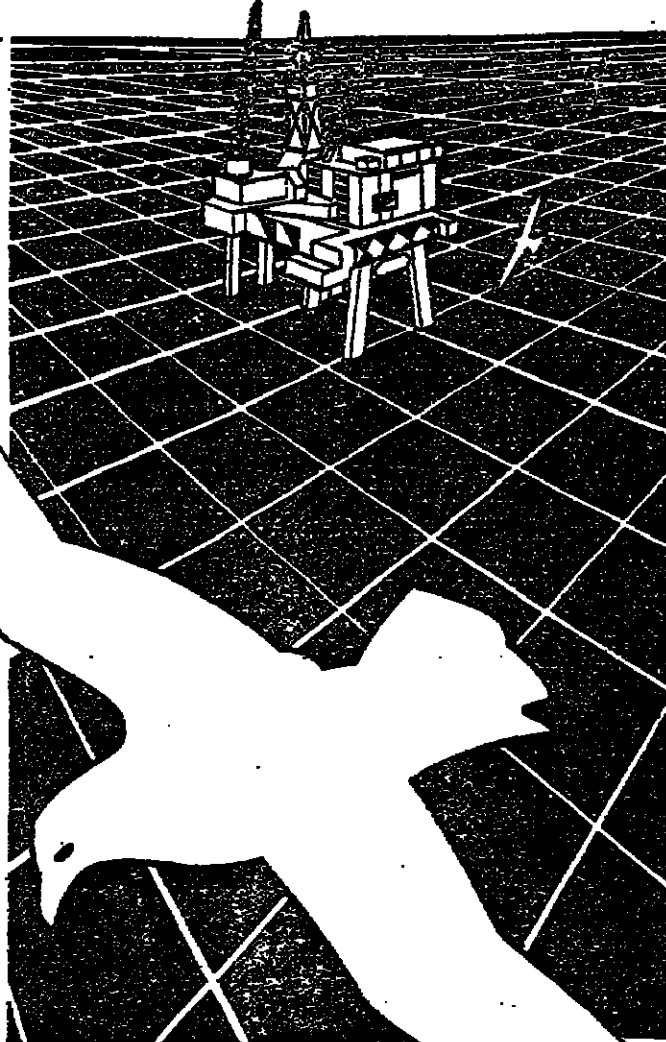
PROJECT CONCEPTION TO PROJECT COMPLETION

With 10 Development Rigs and 8 Mobile Rigs and a network of underwater pipelines to bring the oil and gas ashore, we are one of the leading operators in the North Sea. We are therefore, in the best position to appreciate the extent to which successful, offshore production depends on advanced and reliable control and data collection systems. We also know that in order to enhance the efficiency of our present activities and realise the potential of future opportunities, these systems will need to become even more sophisticated. With that in mind, we are now seeking the following, specialist engineers to work in the locations shown:

- *S.C.A.D.A. Engineers (London & Aberdeen)
- *Instrumentation Engineers - Underwater Systems Development (London)
- *Instrumentation Engineers - Platform Topsides Facilities (London)

For all these positions, it is essential that you hold a B.Sc. or equivalent in one of the following disciplines: Instrumentation/Control Engineering; Electrical/Electronic Engineering; Chemical Engineering or Applied Physics. You will also need a minimum of 5 years' experience in the petrochemical industry and specific expertise in relation to the post for which you apply. You will not only receive a remuneration package which reflects your importance to our future but you will also gain the satisfaction of seeing a project develop from conception to completion and the chance to develop your career in line with our achievements.

Please telephone 01-257 5001 for an application form, or write, enclosing a full CV, to: Shell U.K. Exploration and Production, Attention UEP/132, Shell-Mex House, Strand, London WC2R 0DX. Please quote Ref No: DT291184.



NEW GENERATION NORTH SEA PROJECTS

Electrical Building Services Engineers

The Power behind the scenes

Like most engineers, we start at the bottom and work up. The difference is that at the end of the day the fruits of our labours are appreciated by literally millions of people. Where would any radio or TV programme be without the power running lighting, recording and transmission equipment alike? And it's all planned and installed by Power Distribution Section of the BBC's Studio Capital Projects Department.

As an experienced Building Services Engineer, the BBC can offer you the opportunity of working alongside other technical specialists in the exciting world of radio and television broadcasting. Not only can we offer a stimulating working environment, flexible working hours and pensionable employment, but also that rare distinction of being recognised as a professional in your own right.

In the role of a specialist Engineer, you will be involved in estimating, design, planning, preparation of tenders and supervising contracts for a wide range of

electrical building services. These will include lighting schemes, power supplies, fire protection, switchgear and distribution systems, as well as a host of other technical requirements.

A minimum qualification of HNC in Electrical Engineering or equivalent is required, although a degree and/or membership of a relevant Chartered Institution would be an advantage. A broad background in building services is essential, with additional experience in closely related fields including electronics being desirable.

Although based in London at our new offices in Wood Lane W12, many of the men and women we appoint will have the opportunity to spend short periods away from base when carrying out work at our regional premises.

Our rewards are very competitive. Salaries are on a scale rising to £12,892, with entry normally between £10,179 and £11,004. Salary review in April 1985.

We are an equal opportunities employer.



BBC
engineering
Making an Art of Technology

For further information and an application form, please write, quoting reference BAE/4125 to: The Engineering Recruitment Officer, PO Box 281, London W1A 2BL.

OPERATIONS AND PLANNING MANAGER

Home Counties (North) Excellent Salary - Car

An outstanding Production Management Opportunity with a major U.K. Heavy Engineering Mfg. Group.

Our Client, a well established profitable division of a major U.K. Heavy Engineering Group has earned an international reputation for the excellence of the engineering and performance of their machines. This new executive post has been created to co-ordinate the resources of the Marketing Department and production facilities of the Manufacturing Division to achieve optimum business efficiency. Reporting direct to the General Manager (Manufacturing) you will have wide-ranging responsibilities. These will include ensuring that plant manufacturing capacity is fully utilised by providing effective liaison between Marketing and Manufacturing and that cost estimates and delivery times are accurately provided and positively monitored.

Applicants should telephone Gilbert Brown on 01-637 0212 or write quoting Ref. GC250.
IPG Technical Recruitment Ltd.
Julian House, 25 St. Paul's Church, London W1N 5AD Tel 01-637 0212 (24 hrs)
Professionals in Selection & Search



Regional Sales Manager

-Retail Southern Area
Telephones and small office communication systems
c.£15,000 pa. & car

Our Client is a highly successful and profitable designer and manufacturer of technically advanced products, the market for which is growing rapidly and offers enormous scope for future development.

The person appointed will be responsible for increasing sales to major key accounts throughout the Southern territory. Candidates should be fast thinking, quick acting sales professionals with good administrative skills and management potential. Ideally, applicants in their late 20's or early 30's, will have spent several years selling within the consumer electronics field but those with FMCG experience should also apply. Above all, he/she must possess the proven ability to successfully conduct negotiations with experienced and senior buyers from customer organisations.

Prospects for career progression are excellent. In addition to a highly competitive basic salary our client will offer the usual benefits associated with a large and progressive organisation.

Confidential Reply Service: Please write with full CV quoting reference M471 on your envelope, listing separately any company to whom you do not wish your details to be sent. CV's will be forwarded directly to our client who will conduct the interviews. Charles Barker Human Resources (Midlands) Limited, 19th Floor, Kennedy Tower, Snow Hill, Queensway, Birmingham B4 6JB.

CHARLES BARKER
ADVERTISING - SELECTION - SEARCH

UML LIMITED

Process Control and Instrumentation Engineer

UML Limited, a Unilever Services Company located on the Wirral has a vacancy for a Process Control and Instrumentation Engineer who will report directly to the Technical Manager. He/she will be responsible for providing the complete process control and instrumentation service to UML's Merseyside Power Station.

In this position he/she will work in close contact with both Operations and other Engineering Service Departments to ensure that plant reliability and efficiency is maintained at best possible cost.

A large capital investment programme to install a Coal Fired Boiler and Engine Generator has recently commenced. A new Control Room is to be provided and the Process Control and

Instrumentation Engineer will have a major involvement in integrating the existing and new station controls into this.

The successful candidate should be a Corporate Member of a Professional Engineering Institute with 4-5 years' Process Control experience in Power Stations or other continuous Process Plant operations.

Unilever conditions of employment apply and include contributory pension, 5 weeks' holiday, medical cover and car allowance.

Applications giving brief CV's should be sent to: E.M. McEldon, Company Personnel Manager, UML Limited, Wood Street, Port Sunlight, Merseyside L62 4XN. (We are an Equal Opportunity Employer)

Sales Executives

CONVEYOR SALES (Floor & Overhead) (Medium & Heavy Industries)

A) Southern Region B) Northern Region

Our client, Torvald Fisher Engineering, "world leaders" in the materials handling and systems engineering fields, are now expanding their sales team in the above areas in an effort to maintain their increasing market penetration. The ideal applicants will have a design and manufacturing background in this field together with a good sales track record. Applicants with the necessary engineering background but lacking sales experience will also be considered.

A knowledge of floor or overhead conveying systems is essential in such industries as process, metallurgical, motor, while metal goods and finishing industries. The successful applicants will need to be hard working, tenacious and able to convince engineers of the superiority of our products and have a creative style of territory management.

The personal rewards are excellent, including salary, incentive scheme, company car, pension and life assurance package.

In the first instance please send C.V. and full details of sales achievements and experience to our Consultant, Bob Townes, Austin Knight Advertising UK Limited, Tricorn House, 51-53 Hagley Road, Edgbaston, Birmingham B16 8TP.



Austin Knight Advertising

PRODUCT MARKETING

A Unique Opportunity for A.T.E. Users

£14K

S. England

A major force in the manufacture and marketing of high cost capital Automatic Test Equipment, this Company has been hugely successful in ensuring equipment meets the REAL needs of the electronics manufacturing industry it serves.

The increasingly sophisticated board test problems which manufacturers are seeking to solve puts a heavy emphasis on a thorough technical understanding of what the customer is trying to achieve within his unique manufacturing environment.

To further progress this concept, we are seeking two specialists with extensive A.T.E. experience as users, in either:

1. In-Circuit Testing Ref: ET 136/DT or
2. Functional Testing Ref: ET 137/DT

-- You will be:

- Degree Qualified
- Up to 35 years of age
- Familiar with digital analogue and micro processor based circuits.

Forming a centre of technical excellence, you will assess problem parameters, and outline potential solutions, ensuring in close partnership with customers that their needs are met effectively in practice. You will provide technical support and training, to sales, sales support and post-sales functions, and ensure proper collaboration and documentation of all new application projects on a worldwide basis. As such, a degree of travel throughout the U.K., Europe and the U.S. should be expected.

If you meet these requirements, and feel you would enjoy the variety and technical challenge this opportunity presents, call... Bill Peach for an initial and confidential discussion on Swindon (0793) 614700 or alternatively write enclosing brief career details to:

Randall-Massey Recruitment Consultants
136 Victoria Road
Swindon SN1 3BU

RANDALL

Maintenance Engineer

W. London Over £14,000+ Car

A highly successful international company, our client manufactures a wide range of fast moving consumer goods and holds market leadership in several major product sectors.

The smooth operation of the company's distribution function requires the provision of an effective electrical, mechanical and house support service, and the company are now seeking an experienced Engineer to direct the work of the maintenance teams at their six distribution centres.

The holder of an appropriate technical qualification, you must have management experience and a broad knowledge of engineering and electrical services maintenance that includes air conditioning, ventilation and heating, and advanced material handling systems. A good understanding of building maintenance would be an added advantage.

A salary package over £14,000 is offered, together with an attractive range of benefits including a company car. You will be based at the company's distribution headquarters in West London, and some travel within the UK will be required.

Please apply, in the first instance, enclosing your c.v. to: Ref: MA 533, Robert Marshall Advertising Limited, 44, Wellington Street, London WC2E 7DJ. Please list separately any companies to whom your application should not be sent.

MA Robert Marshall Advertising Ltd

An Export Sales Opportunity in Pharmaceutical Chemicals

Loughborough, Leics c£15k+ Benefits

The Pharmaceutical Division of Fisons plc manufactures and markets internationally a range of ethical and proprietary products. The Division has an enviable record of growth and profitability with 75% of turnover attributable to overseas activities.

Reorganisation within the export operations department has created an opportunity for a high calibre person to take responsibility for the dextran business. Dextran is a pharmaceutical raw material supplied to companies who specialise in intravenous solutions for the hospital market.

Responsibilities cover the sales and profitability of dextran worldwide and the co-ordination and development of the product ensuring a planned approach to continued growth in a highly competitive market. Candidates will be graduates aged 25-35 with a successful record of sales/marketing in the chemical or pharmaceutical sector and proven exposure to international and particularly Western European markets.

This challenging role commands a competitive benefits package where salary could be higher for an exceptional candidate, along with generous relocation expenses where appropriate.

Applicants should send a summary of their CV, to: Mr. E.D. Johns, Personnel Manager.

FISONS
Pharmaceuticals

Fisons plc, Pharmaceutical Division,
12 Derby Road, Loughborough, Leics. LE11 0BS.

Head of Power Section

We require a Chartered Electrical Engineer to manage the Power Section in our Station Design and Construction Department, based at Crawley Court, near Winchester.

The duties of the Section include the negotiation of mains supplies from the Area Electricity Boards, the provision of power equipment and the design and subsequent supervision of electrical installations in accordance with the appropriate technical and safety standards. The Section is also responsible for specifying the maintenance requirements for power equipment control panels, standby diesel generators, battery plant and the associated electrical installations.

The successful applicant will be expected to provide specialist advice and to recommend policies covering all aspects of power engineering in IBA projects involving LV and HV with individual site capacities of up to approximately 1MVA.

Applicants must be qualified to degree level and must hold Chartered Engineer status within the Institution of Electrical Engineers. At least 10 years' experience of electrical engineering associated with power systems, equipment and installations is necessary. Applicants must also have at least five years' experience of managing a team of qualified engineers and be able to demonstrate a broad and up-to-date knowledge of regulations, codes of practice, and safety matters relevant to power engineering. It is desirable that candidates hold a current driving licence since the position involves some travelling.

Salary will be on a range to £19,323 per annum. Relocation expenses will be paid where appropriate.

IBA INDEPENDENT BROADCASTING AUTHORITY
* An Equal Opportunities Employer *

Please write or telephone for an application form quoting Ref. DT/931CC to Mike Wright, Personnel Officer, Independent Broadcasting Authority, Crawley Court, Winchester, Hampshire SO21 2QA. Telephone: Winchester 822270.

سكا من الامل

PA

PA Personnel Services
PA AdvertisingHyde Park House, 60a Knightsbridge, London SW1X 7LE Tel: 01-235 6060 Telex: 27874
Offices in Birmingham, Manchester, Glasgow, Edinburgh and Aberdeen
and throughout Europe, Asia, Australasia and N America

All posts are open to men and women unless otherwise indicated.

Communications
Planning ManagerA substantial state-of-the-art
challenge
excellent remuneration + carHEWLETT
PACKARD

Hewlett-Packard has recently given the go-ahead for a major £200-million communications development strategy. This new initiative within one of the company's highest-profile growth areas will feature all the very latest forms of information interchange — data, voice, text and video — and will be responsible for upgrading interfaces between HP's UK, European and worldwide operating entities and suppliers. The Communications Planning Manager will have the task of maintaining, implementing and continuing the development of this strategy, with the objective of providing an efficient and economical communications service throughout the company. Particular emphasis will be given to the co-ordination and planning aspects of the role, and specific responsibilities will include designing networks, defining engineering standards and modifying overall strategy in line with advancing technology. Based at Bracknell, the post will involve UK and some international travel. Candidates, of graduate calibre, are likely to have

substantial medium/large-company communications responsibility at present. Their extensive relevant experience (preferably c 10 years) should include familiarity with the latest developments in datacomm technology, together with some knowledge of CP and/or MIS. Sound business awareness and a proven ability to 'sell' ideas to senior management are, of course, essential. Initial remuneration should not prove a limiting factor and car, profit-sharing, share-purchase scheme and relocation assistance (if appropriate) are among the many benefits provided. In addition, this new, highly visible position offers exceptional opportunities for further management advancement within HP's exciting high-growth international environment.

Either telephone Linda Hale for an application form on 0344 424688, or write enclosing full cv and salary details to Alan James, Hewlett-Packard Limited, Miller House, The Ring, Bracknell, Berkshire RG12 1XN.

Sales Training
ManagerAutomotive component
industry
£20,000 plus + lease car
+ benefits

Our client, a world leader in its field, is an international organisation with sales teams operating throughout the world. The company will be launching a number of major new product ranges in the next 2 years and the challenge to the Sales Division is both enormous and exciting. An integral part of the preparation for the launch will be a significant new emphasis on sales training and to manage this process the company wishes to establish a Sales Training Manager. He or she will be expected to manage the whole process from establishing training needs through to the

implementation of appropriate training events at individual and group level. The successful candidate will have direct sales training experience at a senior level in a marketing-led company with a technical product, and will bring to the position a highly professional approach and excellent interpersonal skills. Please send full cv which will be forwarded to our client unopened. (Address to our Security Manager if listing companies to which it should not be sent.) Ref: W4143/DT, PA Advertising, Hyde Park House, 60a Knightsbridge, London SW1X 7LE.

Production-Orientated
Potential
General Managers

to £18,000

A very successful British mechanical engineering company with a nine-figure turnover wishes to reinforce the senior management team by the appointment of a number of skilful young production executives destined for general management appointments. The company is well-advanced in the development of sophisticated, flexible manufacturing systems and computer-aided design, and can provide every opportunity for practically-trained and adventurous-minded Production Managers. In their late 20s or early 30s, to achieve what the traditionalist would

regard as impossible. If, therefore, you feel your career is hampered by the technological constraints placed on you by your present employer, this may well be the opportunity you have been looking for. The company's factories are all pleasantly situated in the South-West, and conditions of employment will be negotiated having regard to candidates' current arrangements. Please send full cv to: Emma Farnes, Ref: GM25/9016/DT, PA Personnel Services, Hyde Park House, 60a Knightsbridge, London SW1X 7LE.

Sales Engineers

UK and Europe
Based Alton, Hampshire
£16,000 + car + attractive
benefits packageOCEONICS
EQUIPMENT
SERVICES LIMITED

The offshore oil industry is becoming increasingly reliant on sophisticated electronic equipment to maintain its competitiveness and safety standards as exploration and production is conducted in even more demanding locations. Oceonics have built an international reputation and a highly successful business as part of a £200-million group manufacturing, selling, renting and leasing an extensive range of electronic-based navigation, monitoring and inspection equipment for this very competitive marketplace. Two highly accomplished sales executives are now sought who will spend 50% of their time in the field and play major roles in the company's future

development. Aged 23-35 and well educated, you must have a proven background of dealing skilfully in electronic equipment in the field. Knowledge of the offshore industry would, of course, be an advantage but is not essential as training would be given. In return, your career will rapidly develop within one of the most dynamic organisations in the UK.

To apply, please send cv or telephone or write to: Annon Needham, Ref: SE85/0334/DT, PA Sales Selection, Hyde Park House, 60a Knightsbridge, London SW1X 7LE. Telephone: 01-235 6060 ext. 239.

Purchasing Manager

Stalybridge



The world's most versatile gas

The Distillers Company (Carbon Dioxide) Limited is Europe's largest specialist supplier of carbon dioxide and its associated engineering products. The carbon equipment department provides a wide range of equipment for beer dispensing for the licensed trade. A Purchasing Manager is required for the department at Stalybridge, Cheshire, to be responsible for the purchase of components and complete equipment manufacturing to company specifications. He/she will control stores and transport and the supply of equipment to the company's own manufacturing unit and to installation engineers. A graduate with mechanical and electronic

engineering knowledge and experience in the resourcing of light mechanical components would be the ideal candidate. Experience in computerised stock control and quality control would be an advantage as would knowledge/experience of quality control and its procedures.

The career opportunities in this expanding sector of a major company are excellent. The remuneration and employee benefits package is highly attractive. Applications to the Personnel Manager, Distillers Company (Carbon Dioxide) Limited, 38 London Road, Reigate, Surrey RH2 9QE.

Production Executive

Garment manufacture
attractive salary + car

Kayser South

Kayser South, a division of Courtaulds Intimate Apparel, is a manufacturer of high quality foundationwear and ladies swimwear, which is supplied to major high street multiples. The job, reporting directly to the Chief Executive, and part of a small team of professionals, involves planning, organising and controlling the manufacturing resource on two sites from the preparation of factory loading schedules, to assembly of garments and warehousing and distribution.

You will be responsible for maintaining quality, controlling costs and working within agreed budgets. Aged 30-40, you should have at least 5 years' experience in manufacturing management, preferably in the garment industry. Knowledge of relevant computerised systems is essential, together

with the ability to communicate effectively both within the company and with customers. A background in work study and/or industrial engineering would be useful. The potential to develop into the Deputy Chief Executive's role is essential, therefore experience in general management skills would be an advantage. The job will be based at either a sound and established Portsmouth factory will be necessary. We offer an attractive package including a highly competitive salary, plus car, pension scheme and other benefits including assistance with relocation, where appropriate.

Please write with comprehensive cv to: Mr P G Brooks, Group Personnel Manager, Courtaulds Intimate Apparel, Market Street, Ilkley, West Yorkshire LS2 5XB.

Electrical Or
Telecomms
Experience?
Get More Out
Of Selling For 3M!Opportunities in the Midlands
and South
excellent remuneration + car

3M

3M's Electro Telecommunications Division has incorporated many of the latest developments in technology to create a comprehensive range of products that meet the fast-changing needs of the electrical, telecommunications and electronics industries. We currently have opportunities for ambitious, graduate-calibre individuals who have gained relevant industrial experience (not necessarily sales-related) and who are now keen to further their careers in sales. Following an intensive training programme, you'll sell an extensive product range into a wide variety of customers — principally manufacturing, construction and maintenance companies — in one of the following areas: NE London/E Anglia; N Home Counties; S Midlands; Midlands/North (ideal base locations would be Essex, Bedfordshire and Birmingham/Manchester respectively). Individual achievement is

recognised and rewarded, resulting in excellent prospects for career advancement within our progressive international organisation. We offer a very attractive remuneration package comprising good basic salary, top incentives, company car and first-class benefits. If you can combine either a sound and electrical background (typically gained in production, power distribution, maintenance or construction), or, for the Midlands/North position, good practical telecommunications experience (including familiarity with BT protocols), with the drive and ambition to succeed in sales, we'd like to hear from you. Take the first step towards securing a local interview by sending your full personal, career and salary details (including home phone number for early contact) to: R G F Trim, Divisional Personnel Manager, 3M United Kingdom PLC, 3M House, PO Box 1, Bracknell, Berkshire RG12 1JL.

Weapons Systems
Engineeringfor the world's most advanced
surface warships

Vosper Thornycroft (UK) Limited has long been recognised as an international leader in the design and construction of the most sophisticated and effective warships for the world's navies. Our current and exciting activities include the opening of the Design Department for young degree-level engineers (preferably electrical/electronics; other appropriate disciplines will be considered), who have some weapons design experience. If you wish to move into the field of systems engineering and are looking for a challenge and

responsibility, these positions will interest you. You will have total involvement throughout a project including: control of either your own or contractors' designs; producing technical specifications; hardware and software integration; and all phases of weapons acceptance. Competitive salaries will be provided plus an added value bonus scheme and a wide range of benefits. For more details, please call Jim Watson on 0705 373311 ext. 38, or send full career details to him, including current salary, at Vosper Thornycroft (UK) Limited, Cow Lane, Wymering, Portsmouth PO6 3TF.

PA consulting group: Management Consulting • Technology • Computers and Telecommunications • Personnel Services

Group
Manufacturing
DirectorYoung high-tech plc
£32,500 + car + benefits

For a group whose products are at the forefront of technology, innovative and effective manufacturing, developed in response to state-of-the-art engineering, is the key to continued, profitable expansion. This new appointment, reporting to the Group Managing Director, will provide that key in terms of: new facilities and locations; innovative manufacturing technology and techniques, including automated component handling and assembly; development of group services and subsidiaries; resources, and provision of manufacturing leadership and expertise, complementing the existing high level of skills in engineering, sales and marketing. The position offers an unusual degree of autonomy in a young company with a significant number of 'firsts' to its credit. It will appeal to a graduate manufacturing manager, late 30s, who has 10-15 years' experience in sophisticated, high-profile, volume manufacturing

operations in electronics/computing. Financial training and knowledge of group operations, UK or overseas, are an advantage. The post will provide the opportunity to exercise general management responsibilities in a quoted, public company. An attractive package comprising base salary in the order of £32,500 plus car and a recently-adopted share option scheme for key executives, is offered. Relocation assistance to an attractive Cotswolds area will be provided, if appropriate. In the first instance, please send a full cv or telephone or write for an application form to: Mr Harland, Technology Group, Ref: W78/8017/DT, PA Personnel Services, Hyde Park House, 60a Knightsbridge, London SW1X 7LE. Alternatively, for an initial discussion, in complete confidence, please phone him on 01-235 6060 during office hours or on 01-540 0549 evenings and weekends.

General Manager
Motor Dealership

Nigeria

JOHN HOLT LTD

Due to promotion, a vacancy exists for an expatriate General Manager to take responsibility for one of Nigeria's most prestigious motor dealerships. Part of the John Holt Group, the dealership has been extensively reorganised and in addition to the normal duties of a motor dealer, the General Manager will be responsible for the profitable and further development of the dealership. Candidates must have experience in depth in most of the main areas of a large dealership, parts, servicing, sales, or a related business. Overseas experience,

preferably in Nigeria, is essential. Full profit and loss responsibility for an autonomous unit and the ability to absorb detail and to take effective action are prerequisites. We anticipate that the successful candidate is likely to be a mature and experienced manager. Salary and benefits are excellent and fully reflect the location and responsibilities. Application forms from: Mr C A Brown, Group Personnel Manager, John Holt Group Ltd, 380 India Buildings, Liverpool L2 0QF. Tel: 051 236 8881.

Marketing Manager

for a leading American bank
and cash management
innovator
Europe & Middle East
(based in London)

The Bank has defined the major responsibilities as: developing and executing a marketing plan for the sale of cash management services in the region; management of a current management group which has specific P&L responsibilities. You will: have at least two years' experience in product sales preferably in cash management or financial services; have demonstrated a market-oriented approach to product sales; have

excellent communication and negotiating skills; be willing to travel extensively from the London base. A competitive total compensation package, including a car, is offered. Suitably qualified candidates should apply in writing enclosing a detailed curriculum vitae, to: Ref: SM45/DT, PA Advertising, Hyde Park House, 60a Knightsbridge, London SW1X 7LE. (Address to our Security Manager if listing companies to which it should not be sent.)

National
Sales ManagerNorth Midlands
£18,000 package
+ quality car

A successful company involved in manufacturing and selling products for the building industry wishes to appoint a high-calibre person to the above position. Candidates must have a first-class track record of achievement in an equally competitive professional sales environment. A knowledge of the building trade and construction industry will be a distinct advantage. The company has a sales turnover in excess of £40m, maintains a high level of market share and intends to increase its sales still further. Our client is therefore looking for a person who is willing to take up this challenge and demonstrate their ability to motivate a structured sales force of 38 professionals by determining and regularly reviewing sales objectives and setting budgets.

The successful applicant will need to liaise with the company's marketing department to provide accurate long term planning and forecasting. If you have field sales management experience gained in an aggressive marketplace and can demonstrate success at the sharp end, coupled with good leadership and team-management skills, our client would like to meet you. The company offers a good incentive bonus as part of the above package, a good contributory pension scheme and relocation assistance where necessary. Please send full cv which will be forwarded to our client unopened. (Address to our Security Manager if listing companies to which it should not be sent.) Ref: B8864/DT, PA Advertising, 6 Highfield Road, Edgbaston, Birmingham B15 3JL.

Production Director

Food products
£17,500 + car

A £16 million turnover company within one of the UK's most successful blue-chip groups; a new Cheshire-based factory site; a several product brand-leaders, supplemented by a flourishing private-label business; an established reputation with the major food wholesalers and retailers... these are just some of the attractions of this senior management post. The need is for an experienced production professional with an open, innovative and decisive style of management. You will lead a production team of around 200 people working in a complex food packaging environment, and be responsible for

all site operations within this purpose-built 100,000 sq ft plant including warehousing, quality control, and engineering. Aged 30-45, the successful candidate will be educated to degree level, preferably have a food technology qualification, and have extensive food production experience at a senior management level. Remuneration is around £17,500 plus car with excellent benefits and relocation assistance. Please send full career details, including current salary, or apply for an application form to: Tim Hames, Ref: W77/8024/DT, PA Personnel Services, 73-79 King Street, Manchester M2 2JL. Tel: 061-236 4531.

UK Sales Manager

Ball valves to the oil/gas
& petrochemical industries
S England-based
£15,000 + bonus + car
+ benefits

ARGUS

Argus BV is the well-established Dutch subsidiary of a major German manufacturer of ball valves used in the oil, gas and petrochemical industries, both on and offshore. Through its UK office, located to the south of London, the company sells a wide range of premium-quality, low-leakage high-pressure ball valves to the major petrochemical contracting companies in the UK, and undertakes major projects within this marketplace. Now, with sales growing steadily, there is a need for a UK Sales Manager. In total charge of the UK sales effort and reporting directly to the Managing Director in Holland, you will lead a small, compact, project sales team and handle top-level negotiations with

major customers. For this appointment, you are likely to be in your late 20s to late 30s. You must be familiar with procurement procedures; be selling pipeline (or similar products) to contracting companies serving the oil/gas/petrochemical industry; and be able to lead a sales team. The ability to communicate in German would be useful.

To apply, please send cv or telephone or write for an application form to: James Gunn, Ref: SE83/0333/DT, PA Sales Selection, Hyde Park House, 60a Knightsbridge, London SW1X 7LE. Tel: 01-235 6060 ext. 239.

Electrical Service

Generator assembly
Nigeria

JOHN HOLT LTD

This appointment is with a division of John Holt Group Ltd, which is concerned with assembling, distributing and servicing generator sets. Primary responsibilities will be for the assembly of generator sets and providing expertise on electrical servicing. Applicants must be electrical engineers, with recognized qualifications and a thorough knowledge of power generators. The successful applicant is

likely to have overseas experience in a developing country and knowledge of electronics would be an advantage. Salary and benefits are excellent and fully reflect the location and responsibilities. Application forms from: Mr E P Parkes, Divisional Personnel Manager, John Holt Group Ltd, 380 India Buildings, Liverpool L2 0QF. Tel: 051 236 8881.

Young
Project EngineerCheshire
salary negotiable

Part of a major US Corporation, this company is the leader in the specialist field, designing and manufacturing process plant equipment which is supplied to the petrochemical, pharmaceutical and pollution control industries. This is an excellent opportunity for an ambitious engineer to progress and gain wide-ranging experience in our clients engineering department. Reporting to the Engineering Manager, he/she will be part of a small team responsible for the design, estimating and handling of a variety of special projects. Ideally the successful candidate will be aged at least

23 with a mechanical engineering degree and some 1-2 years' previous experience within a similar design and manufacturing environment. In addition to an attractive salary, the company's remuneration package includes a contributory pension scheme (including life assurance) and relocation assistance will be provided where appropriate. Please send full cv which will be forwarded to our client unopened. (Address to our Security Manager if listing companies to which it should not be sent.) Ref: M9125/DT, PA Advertising, Norwich Union House, 73-79 King Street, Manchester M2 2JL.

Ambitious
Young ExecutivesFor career opportunities in
sales and inventory control

If you are qualified to degree level or equivalent and have one or two years' broadly-based commercial experience and are seeking a more challenging career path then this should be the route for you to take. We are H.D. Symons & Co Ltd and we specialise in the manufacture of flexible electrical insulation material for rotating machines and specialty cables. It's a £200-million business and we now need to appoint two eager young men or women with the enthusiasm, experience and sheer ability to assist in a major programme of development and diversification.

Sales Office Manager
This post offers early responsibility and lots of it. Reporting to the Sales and Marketing Director you will be required to take charge of a busy internal sales office. You will assume control of the day-to-day activities of a function involved in updating and controlling the processing of order documentation and information and for maintaining customer records. An outgoing personality and previous experience in a sales office environment is essential for this 'front line' position.



H.D. SYMONS

SALES OFFICE
MANAGERInternational Sales
South East

to £15,000

Our Client is an established profitable growing Company manufacturing electronic measurement equipment. Responsibility in this Senior Management position is to the Sales Director for controlling U.K. and international sales order administration, technical sales enquiries and operation of computer based systems. Successful applicants will identify themselves by their dynamic and confident approach, aged preferably in their early 30s and have a highly developed commercial appreciation with previous experience, possibly as a No. 2 in a professionally organised sales function, included with the attractive employment conditions are resettlement expenses where appropriate and excellent prospects for career development. Please apply in writing to David Hutchinson, Consultant, quoting reference number: 276/20.

Professional Personnel Consultants Limited
Orchard House, 1 Orchard Lane, Huntingdon, Cambs.
Telephone Huntingdon (0480) 41 11 11
"an equal opportunity vacancy"

Graduate
Economics or Law

GEC Head Office Contracts Department has an opportunity for a young graduate with a good degree in economics or law to join a small team which negotiates export credit insurance and advises on the financing of export business throughout the GEC Group. Preference will be given to candidates with experience in Banking or Export Finance. The work is concerned with risk analysis and contractual matters and involves negotiation with Government Departments and Financing Banks. The post offers the successful applicant an excellent opportunity to acquire a knowledge of export contracts and export finance in a group which covers a wide range of varied project and product business. Applications should be sent to: J.N. Scott, Director of Contracts, The General Electric Company plc, 1 Stanhope Gate, London, W1A 1BL.

GEC

JOB HUNTING ?

END OF CONTRACT ? NEED A NEW POST ? AT HOME, CONTINENTAL OR OVERSEAS ? We are able to assist as we are constantly requiring professionally qualified Engineers to fill a variety of largely unadvertised positions. Ring or write: Peter Joery of Brimham Associates, 8 High Street, Leatherhead, Surrey KT22 8AN. Telephone: 8372 372361. (Agency)

SENIOR PETROLEUM ENGINEER
Broaden Your Horizons Internationally

IEDC is a small international exploration group which concentrates its activities in developing countries including Congo, Egypt, Oman, Sudan, Turkey and Tanzania. Its UK subsidiary is engaged in providing exploration and production services to the group and its offices at Ewell, Surrey, are particularly attractive in avoiding the many problems associated with commuting into Central London.

This position carries real responsibility as IEDC's only UK Staff Engineer. A major element of the position will be to prepare for and then run exploration drilling operations in the countries where this is planned and to monitor non-operated ventures. You will also be involved in the technical and economic appraisal of new activities in which

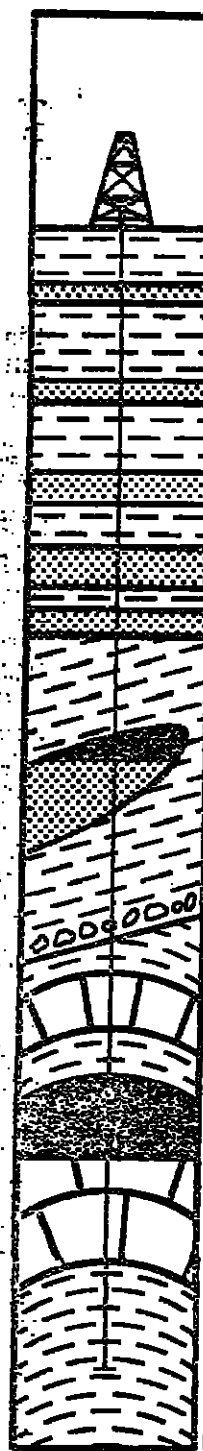
IEDC plans to become involved either as operator or partner.

To be a candidate you should have a good relevant engineering degree and at least eight years as a petroleum/drilling engineer including field drilling engineering experience ideally both offshore and onshore.

The position carries a highly competitive salary and a benefits package which includes a company car, private medical insurance and contributory pension scheme.

To apply please write to Summit Management Consultants Limited, Cavendish Court, 11/15 Wigmore Street, London W1H 9LB or telephone 01-629 3532.

OIL & GAS
RECRUITMENT



Processing Geophysicists and Software Development Engineers

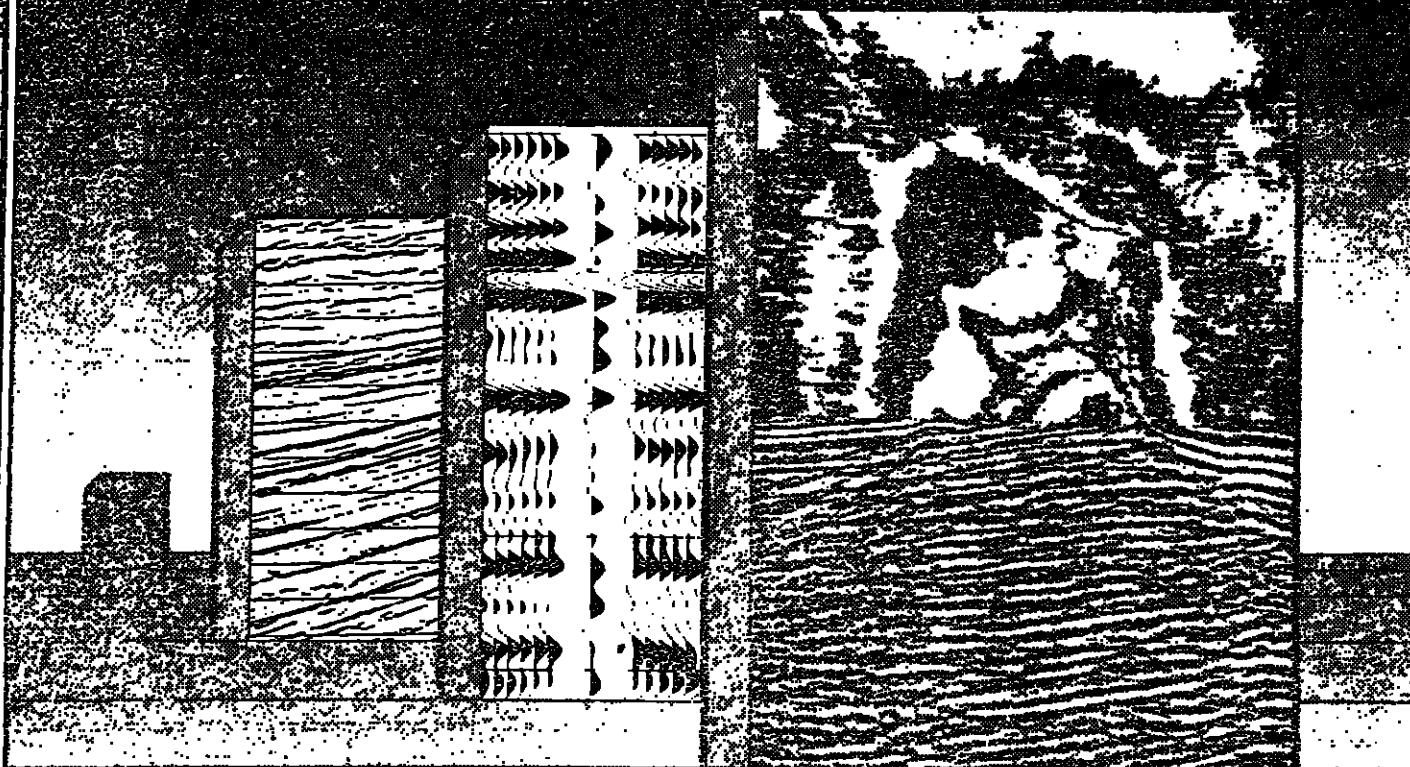
Seismic Processing with BP

Work at the frontiers of technology with one of the Majors

Geophysical Research and Technical Services is the centre of expertise in geophysical techniques for BP Exploration. Staff are primarily based in London, but an increasing number are placed on secondment to our operating centres around the world. The centre employs:

- data acquisition survey design and quality control
- seismic signal processing and quality control
- mapping and ray trace modelling
- synthetic seismograms
- vertical seismic profiles
- geological modelling

and Research and Software Development Geophysicists working in all the above areas except the development of data acquisition equipment. Our Seismic Processing Group is dedicated to the achievement of new levels of excellence, so we are looking for Geophysicists and Software Engineers to work today on what will become tomorrow's state of the art.



Processing Geophysicists

Our experienced processing geophysicists are engaged on detailed studies using our highly developed in-house facilities, and are working closely with chosen contractors on larger volume projects.

Working either in BP's world-wide centre of expertise in London or in our offices in Aberdeen, you will be exposed to a wide range of technical problems, and have available the full back-up of our technical experts. Frequent contact with interpretation geophysicists will be necessary and some training in interpretation will be given. We will build on your present experience, exposing you to the full range of processing techniques.

You must have a good honours degree in a relevant subject, plus three to five years' experience in seismic processing. Some of your experience must have been in a development or special projects environment. We are particularly interested in people who have experience in the development of 3D techniques.

Software Development Engineers

As an experienced software development engineer you will be working closely with processing and research geophysicists to develop new and better ways of processing seismic data. You will be using advanced computer technology and software design techniques.

You must have a good honours degree in a relevant subject, plus three to five years' experience in the design and implementation of software in a scientific application. Experience in the implementation of advanced seismic processing and graphics applications would be an advantage.

Presently we are using VAX computer systems with FPS array processors. Software is largely written in Fortran. Experience in the use of VMS is not necessary, as you will need to adapt quickly to new operating systems and languages as they are introduced.

Salaries and benefits are excellent, including non-contributory pension and relocation assistance, where appropriate.

Please write or telephone for an application form, quoting ref. D.172 to Susan Skolan, Recruitment & Placement Branch, The British Petroleum Company plc, Britannic House, Moor Lane, London EC2Y 9BU. Tel: 01-920 3484.

BP is an equal opportunity employer.



BP Exploration Company Limited

BRANCH MANAGER SAUDI ARABIA

US \$50,000 tax free +++ a very attractive package



Our Client

Hempel's Marine Paints
DENMARK



A major Danish corporation in paint manufacturing which enjoys a high reputation worldwide. It consists of 28 factories, 40 main offices and over 200 stock facilities located in five continents.

We are currently seeking a Branch Manager for their associate Hempel's Marine Paints (Saudi Arabia), WLL for their Jeddah office.

Reporting to the General Manager, at the head office in Damman, this role encompasses a wide range of responsibilities to include:

- Sales & Marketing within the Western Province
- Service and follow-up on major customers
- Stock Management
- Budget responsibility
- Management of international staff of 40

The successful candidate, who will be happily married and both content to live in Saudi Arabia, will have a good theoretical commercial technical background in the coatings field to a high standard, will have at least 5 years' experience in sales and management within this or related industries, preferably obtained through overseas assignments with emphasis on the Middle East. The post will include entertaining and social activities in accord with the traditions and customs of our friends in Saudi Arabia.

Candidates of the highest calibre and related experience may contact John Firth on 0326-40465 and send, in confidence, their full career and family details to him at his UK address with a handwritten covering letter of application.

UK.

J.H.G. Firth,
1, Cavendish Square,
London W1A 4NU



DENMARK.

Hausner Plads 20,
1127 Copenhagen K
Denmark.

Danish Institute of Personnel Management

COMPUTER SCIENTISTS



The New THORN EMI Laboratories

Our move into this new laboratory will be complete early in the New Year.

Of the many exciting research programmes which will be accommodated in this building, are two in the field of Information Technology - for which we need additional Researchers at senior level.

Both programmes require outstanding Computer Scientists. By "outstanding" we mean the possession of first class honours in computer science and preferably a research degree with perhaps three years' innovative R&D experience in a relevant area.

For the first job we are looking for a person who will be able to make a major

contribution to our strategy in the area of System Architectures with particular emphasis on A.I. and Communications.

The second is to advance the art of Robotics and Image Processing, for which experience in Data Structures, Robot Languages or Image Interpretation will be an advantage.

An excellent salary will be paid in return for your expertise. Relocation assistance is available where appropriate. Pleasant housing areas are within easy reach.

Apply by post with CV, or telephone for an application form to Harry Hogg, Personnel Manager, THORN EMI Central Research Laboratories, FREEPOST, Hayes, Middlesex UB3 1BR. (No stamp required). Telephone 01-573 3888, ext. 2370 or 2788.



THORN EMI
Central Research Laboratories

PRODUCTION ENGINEER-FMS

SUSSEX Circa £14,000

APV International Limited is a successful manufacturer of process plant and machinery for dairy, brewery, food and industrial applications. We are making a major drive to modernise our production technology and are seeking an experienced and innovative Production Engineer.

You will identify the significant benefits to be gained from the introduction of advanced technology leading to the provision and implementation of a plant replacement programme on an FMS basis. Male or female, you will be a professional engineer with extensive experience of the very latest machine tools plant layout and material handling particularly related to small/medium batch production. The preferred age range is 27-45.

This is seen as a key position and the company offers an attractive negotiable salary, scope for future career development and a range of benefits, including relocation expenses, expected of a major company within the British owned £400M turnover APV Group. For further details or an application form, please contact:

Roger Bishop, Personnel Manager,
APV International Ltd, P.O. Box 4,
Manor Royal, Crawley, West Sussex.
Tel: (0293) 27777 Extn. 3170



HEENAN The Technology of Efficiency

AREA SALES MANAGER

Heenan Drives Limited are looking for Area Sales Engineers to promote the sale of their range of micro-processor based AC and DC Variable Speed Drives.

The successful applicant should be ideally based in the South East of England, and possess formal engineering qualifications. Preference will be given to applicants with experience in the Variable Speed Drive Industry.

An attractive remuneration package including salary, expenses and company car is offered together with the usual benefits associated with a leading company in the Drives Industry.

Applicants should initially telephone Susan Smith on 0905 57555 to arrange an interview.

LAND SURVEYORS—SAUDI ARABIA

SURVEY CONTROLLERS & PARTY CHIEFS

£20,000 TAX FREE

We require immediately for our associated company in Saudi Arabia experienced Land Surveyors with appropriate qualifications to lead survey crews engaged in geodetic, topographic, cadastral and engineering survey work. All applicants must be fully conversant with modern survey computations, instrumentation and techniques and be in the preferred age group 27-40 years.

We offer annually renewable, bachelor status contracts with U.K. leave every 4 months. All transportation, free accommodation and medical services. Total emoluments including a food allowance are in the region of £20,000 per annum tax free.

Applications with full C.V. in the first instance to Survey & Development Services, 1 Atholl Place, Edinburgh EH3 8HP.

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Reorganisation in a major manufacturing group has created a number of opportunities for experienced production managers in their mid-thirties.

The company is in one of the most demanding and challenging sectors of British industry and the sphere of responsibility and influence for these appointments is wide, involving the efficient running and development of one of a number of fast moving, high volume production units. Predictably, people management skills are important as is the ability to achieve tight production targets in a rapidly changing, almost volatile, environment.

Candidates for these appointments must have exceptional management skills, coupled with an in-depth experience of volume manufacturing in the engineering industry. Evidence of achievement through effective planning and direction of large groups of people is also essential, and the man or woman we appoint must have the potential for development to the next level, and the one above that.

Benefits include a company car scheme, BUPA, and relocation where appropriate to an attractive Midlands location.

Telephone or write to Helena Raitt quoting ref. no. 87/13.

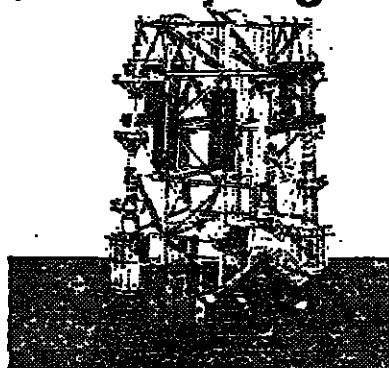
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NMI Ltd (formerly the National Maritime Institute) is a commercial research and development organisation which specialises in ships and offshore structures. The company undertakes all aspects of research from mathematical modelling, through physical model testing using our major test facilities, to field measurements and open sea trials.

Due to planned expansion we urgently need a number of qualified engineers or naval architects to join experiment teams working on model testing of offshore structures. The work is stimulating and challenging both mentally and physically, and requires initiative, drive and commitment to meet demanding schedules. We are also looking for the ability to deal with both mechanical and computer systems, and a highly practical approach to problem solving.

While most of the vacancies are within our Hydrodynamics Division, we would also welcome applications from engineers with an interest in the aerodynamic aspects of offshore platforms and vessel topsides. In all cases, previous experience of experimental work on large scale test facilities and/or knowledge of the offshore oil and gas industries would clearly be an advantage, and will be reflected in the salary offered. Other benefits include a low-cost pension scheme, free life insurance and permanent health insurance. All posts are based in Middlesex, and relocation assistance to this area will be given where appropriate.

Please send a brief CV in the first instance to: Mrs. Sandra Nicholson, Personnel Manager, NMI Ltd, Faggs Road, Feltham, Middlesex TW14 0LQ.



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FURTHER ANNOUNCEMENTS
APPEAR TODAY
ON PAGE 32

صداقت الامل

Australian Open Lawn Tennis

DOWDESWELL ENDS LOSING STREAK

By A SPECIAL CORRESPONDENT in Melbourne
COLIN DOWDESWELL, the British No. 1, broke his Grand Slam duck when he reached the second round of the £1 million Marlboro Australian Open lawn tennis championships in Melbourne yesterday.

Dowdeswell, whose world ranking has slumped from 33 to 107 in 12 months, had the unenviable distinction of losing in the first round of the French Open (to John Lloyd), Wimbledon (Ben Listerman) and the U.S. Open (John McEnroe) this year.

But yesterday he defeated the Australian qualifier Greg Whitcross 6-3, 6-4, 6-4 to reach the second round of a tournament for only the fourth time this year.

"It was a great relief to win," admitted Dowdeswell. "I know I was expected to beat Greg because he is ranked so far below me, but it was still a great relief."

Last week at the South African Open Johan Kriek had played pretty well. I hope I can continue my form in the next match but I know it will be tough."



Martina Navratilova

The results

MEN'S SINGLES—1st Rd. A. Davis (U.S.) 6-3, 6-4, 6-3; B. Zedner (U.S.) 6-3, 6-4, 6-3; C. C. Smith (U.S.) 6-3, 6-4, 6-3; D. D. Davis (U.S.) 6-3, 6-4, 6-3; E. E. Davis (U.S.) 6-3, 6-4, 6-3; F. F. Davis (U.S.) 6-3, 6-4, 6-3; G. G. Davis (U.S.) 6-3, 6-4, 6-3; H. H. Davis (U.S.) 6-3, 6-4, 6-3; I. I. Davis (U.S.) 6-3, 6-4, 6-3; J. J. Davis (U.S.) 6-3, 6-4, 6-3.

Major expansion plans by LTA

By JOHN PARSONS

WIMBLEDON'S record profit of £4.2 million, which taxation reduced to £2.9 million, has enabled the Lawn Tennis Association to budget for major expansion plans during 1986.

The annual meeting of the LTA tomorrow week will hear not only about the record increase in reserves of almost £800,000 but also of new or increased support for most areas of the game in the coming year.

In particular, there will be significantly more spending on development and schools as part of a major drive not just to improve standards but, just as important, to persuade many more people to play tennis.

The number of clubs, schools and other organisations affiliated to the LTA during 1984 dropped marginally from 4,781 to 4,745, but with a reorganisation of the Schools LTA and extra funding for the work it is hoped that this will be reversed.

Exhibition unit
Other areas which will benefit from extra cash are short tennis, covering any loss of sponsorship, club interest-free loans, the establishment of an LTA exhibition unit and the contingency fund which guarantees a strong grassroots tournament build-up to Wimbledon.

A decision on the future of the old British Hard-Court Championships at Bournemouth is likely

LEADING UMPIRE RETIRES

HERBERT SYNDERCOMBE, a leading figure in British umpiring circles for more than 30 years, has announced his retirement as secretary of the British Tennis Umpires' Association.

Syndercombe, whose countless appearances on the Centre Court at Wimbledon included the 1962 men's singles final between Rod Laver and Martin Mulligan, will not be offering himself for re-election at next month's annual meeting.

He steps down confident that the two rival associations, the Lawn Tennis Umpires' Association of Great Britain, of which he was secretary from 1977, and the British Tennis Umpires' Association, have united successfully.

"I feel I have done my part in successfully establishing this new body which, with its large membership, is now well equipped to undertake the officiating of all tennis events in Britain," he said.

Syndercombe, who joined the LTA in 1947, umpired regularly at Wimbledon for 29 years and from 1980, he has also worked in the referee's office in a managerial capacity. Between 1981 and 1984 he was the manager of Wimbledon umpires.

In addition, he has umpired Davis Cup, Federation Cup and Wightman Cup matches.

Brave Reeves is in last four

By BILL EDWARDS

SALLY REEVES, last home player in the LTA Women's Indoor lawn tennis circuit, can thank Jean Fyfe, the referee, that she is in today's semi-finals at Darlington.

Mrs. Fyfe, a qualified physiotherapist, persuaded her she would come to no harm if she played with a troublesome back after hurting herself in a fall during her second-round match.

Miss Reeves, not only played but overcame Renato Tomasova-Roth of Czechoslovakia, 6-2, 6-0. It was her most convincing win yet. In the two previous rounds she had rushed the first set without winning a game while adjusting to the pace of the court.

Elizabeth Ekblom of Sweden provides the semi-final opposition after a 4-6, 6-3, 6-1 win over Monica Weber of Switzerland.

Young opponent
Patricia Ry, the delightful Chinese player who uses the drop shot so well, was too strong for Elma Reinach, of South Africa, winning 6-2, 6-2. This was an interesting match in that Miss Ry and Miss Reinach were the respective runners-up for the junior title at Wimbledon in 1983 and 1984.

Miss Ry, who won the first tournament of the circuit at Telford two weeks ago, now meets Kirsten Dreyer, 35, an American who was most impressive in the first round.

BOWLS

Berkshire & Bucks 155, Hampshire 111, Gloucestershire 100, Devon & Somerset 90, Dorset 80, Wiltshire 70, Oxfordshire 60, Warwickshire 50, Leicestershire 40, Northamptonshire 30, Lincolnshire 20, Nottinghamshire 10, Derbyshire 5, Cheshire 0.

OTHER SPORT TODAY

ADAMANTION Carlton Challenge (1st Rd. 1st Round) 11.00, 1st Rd. 2nd Round 11.00, 1st Rd. 3rd Round 11.00, 1st Rd. 4th Round 11.00, 1st Rd. 5th Round 11.00, 1st Rd. 6th Round 11.00, 1st Rd. 7th Round 11.00, 1st Rd. 8th Round 11.00, 1st Rd. 9th Round 11.00, 1st Rd. 10th Round 11.00, 1st Rd. 11th Round 11.00, 1st Rd. 12th Round 11.00, 1st Rd. 13th Round 11.00, 1st Rd. 14th Round 11.00, 1st Rd. 15th Round 11.00, 1st Rd. 16th Round 11.00, 1st Rd. 17th Round 11.00, 1st Rd. 18th Round 11.00, 1st Rd. 19th Round 11.00, 1st Rd. 20th Round 11.00, 1st Rd. 21st Round 11.00, 1st Rd. 22nd Round 11.00, 1st Rd. 23rd Round 11.00, 1st Rd. 24th Round 11.00, 1st Rd. 25th Round 11.00, 1st Rd. 26th Round 11.00, 1st Rd. 27th Round 11.00, 1st Rd. 28th Round 11.00, 1st Rd. 29th Round 11.00, 1st Rd. 30th Round 11.00, 1st Rd. 31st Round 11.00, 1st Rd. 32nd Round 11.00, 1st Rd. 33rd Round 11.00, 1st Rd. 34th Round 11.00, 1st Rd. 35th Round 11.00, 1st Rd. 36th Round 11.00, 1st Rd. 37th Round 11.00, 1st Rd. 38th 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Help them grow old with dignity

ASSOCIATION OF DISTRICT GENTLEMEN'S AID ASSOCIATION
Village Gate, Kensington, London W8 4AG

BIRTHS, MARRIAGES, DEATHS, IN MEMORIAM AND ACKNOWLEDGMENTS
(minimum 2 lines)
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BIRTHS

BEARD—On Nov. 24, at Wilton Hospital, to Mr. and Mrs. David Beard, a son, David, 10 lb. 10 oz., 5 ft. 10 in., 10 lb. 10 oz., 5 ft. 10 in., 10 lb. 10 oz., 5 ft. 10 in.

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LABOUR BAYS FOR LAMONT'S BLOOD

By EDWARD PEARCE

"THIS is a black day

for Mr. Speaker," said Mr.

Geoffrey Robinson

impressively, at which a string

of MPs leapt up in varying

degrees of outrage, real

or simulated, to demand

extra time to discuss the

matter of the Government's

new regional policy.

Mr. Duffy, never the most

good humoured of men, jaded

by the reiteration as he

demanded more time because

Sheffield had not been discussed.

This is a policy of political

vengeance against Sheffield," he

said.

Mr. Faulds demanded equal

time for the Black Country. Mr

Beith requested more time

for the North East.

Mr. Skinner grew sauntering

contemptuous of the Northern

Irish, the next topic, while

regretting his own earlier

absence, something he regrets

alone.

By the time the Speaker had

taken the great queue of

members calling for an extension

of the match, Mr. Robinson's

new mirthed horror at the

wings done had lost its original

ring.

This is a black day

for Mr. Speaker," never sounds as good

the second time round 10

minutes later.

'Great resentment'

What had upset Labour and

one or two Tories unwise in

their choice of Mr. Lamont's

announcement that less money (£300

million less) would be spent on

regional aid.

What upset them more was

his suggestion that it would now

be spent more intelligently and

with better targeting.

The last word really came

from the not normally succinct

Mr. Andrew Bennett: "There

will be great resentment in my

constituency that less money is

being spent."

Useless for Mr. Lamont to

point to the project where jobs

had cost £300,000 each or to

protest preoccupation with the

'job value' of expenditure or

to keep using the odd Marxist

term 'objective criteria'.

Less money was being spent:

A great ritual of druidic

antecedents was being breached

and the gods would have blood.

What the Department of

Trade and Industry has broadly

done is to cut the space for

money. There will be more areas

which qualify for something

(but fewer sub categories of

entitlement), and there will be

less money.

Towering rage

There is also something

quickly spotted as the 'Gone

with Selby formula' by which

poor Selby is linked with well

placed Selby in order that

neither will qualify. This is the

aspect which has certain

conservative less than pleased.

There was a Tory back-

bencher, Mr. Mervyn Davies,

Rooker pushing speculation

beyond the shores of hypothesis.

"I'd reverse the whip tonight,"

he roared. We did have Mr

Spellar from embattled Nf

come to talk about the

message of figures and Mr

Gillroy Bevan from Birmingham

in a towering rage at the special

favour shown to Manchester.

Not since the slogan "Grazie

Liam" was written on walls

in Liverpool to celebrate the

defeat of the hated Rooker F.C. has

seen so much regional self-

preoccupation, campanilismo as

the Italians call it.

We had also a great measure

of old-style Labour atrocity-

grinding.

Mr. Wrigglesworth (SDP) re-

membered enough of his Labour

heritage to deplore the aban-

donment of the concept of one

nation, small cash prize will

be offered for readers correctly

estimating by the end of the

session how many times that

triple-rosetted, best-in-show

clinch has been exhibited.

For true rage, Mr. Lamont

to the Scottish Nationalists, Mr

Gordon Wilson, a thin-lipped

didactic man with barely

tapped reserves of animus,

spoke of the de-politisation and

rape of Scotland by the

'English West Midlands'.

When Mr. Lamont, who had a

very good day indeed in his

best Cobdenite, economic

rationalist way, coolly suggested

a preoccupation with the bar-

relling, a howl went up which

suggested that cracking and

scratches were dearly cher-

ished.

Parliament—P10

BEER IMPORTS CUT

The Dublin government intro-

duced new regulations last

night limiting people to bring-

ing only 12 litres of beer

instead of 60 into the republic

from Ulster. Canned beer in

Ulster is half the price of that

south of the border.

SOLUTION No. 18,371

GERMAN MARKS

MINUTEMAN

TROOPS BRINGING

SCAFFOLD

REMARKABLE

SPECIALIST

AS GOOD AS IMPALA

ALIVE IN DEEP SOUTH

LOVE OF THE ISLE

GAMESMASTER

Yesterday's Quick Solution

ACROSS: 1. Drawer, 8. Bridge, 10. Doctor, 11. Diver, 12. Sound, 13. Trout, 14. Noddy, 15. Gully, 16. Gull, 17. Sink, 18. Snooker ball, 19. New York island, 20. Queen Victoria, 21. Stone-sharpened, 22. Act of stealing, 23. Fishing vessel.

DOWN: 1. Secret fraternity member, 2. Evergreen climber, 3. Violin, 4. Wood, 5. Tranquillity, 6. Henry V's battle-field, 7. Cone of cut, drying grass, 8. Rotating platform, 9. Uphold, 10. Windpipe, 11. Taint with disease, 12. Deserve, 13. Drain (anag.), 14. Zero.

For a change on Sunday try your skill with THE SUNDAY TELEGRAPH prize crossword

Miners' reckoning day

Board's tactic of pinning hopes for an end to the strike on a surge back to work had not succeeded.

Among the most likely avenues to be explored by the seven-man TUC monitoring group are approaches to the independent conciliation service, Acas, and possible direct moves to get Mr. Walker, Energy Secretary, to persuade the board back to the negotiating table.

Mr. Willis has told his fellow TUC leaders that the prospects for a resumption of negotiations remain "highly unpromising".

The board were insisting that the NUM give a written guarantee ahead of any fresh talks that their position has changed and the board and the Government have both made it clear they will not see a revision of the Plan for Coal as the way forward.

There was nonetheless some indication among the TUC monitoring group that they do not believe the public stance of the board and the Government necessarily reflects the response they have received to private problems.

The NUM's position was said to have remained essentially the same.

The union sought withdrawal of the Coal Board's March 6 proposal to cut capacity by 4 million tonnes and said five named pits should be kept open. The union also wants recognition that the Plan for Coal does not permit closures on economic grounds.

There was no immediate indication last night that fresh talks might be possible within the next week or so, or even before the New Year.

Mr. Willis said he hoped the TUC would not adopt an approach which "would certainly not settle the dispute".

Defeat forecast

This was an attempt to head off moves by Mr. Lamont, general secretary of the Engineers and Managers' Association, who argued that the NUM was doomed to defeat and that the General Council should "review" its commitment to supporting the dispute.

In a letter before the TUC leaders, Mr. Lyons wrote: "I think it is no longer sufficient for the TUC to say nothing more than that all that is required is a new round of negotiations with the NUM."

He said recent statements by the NUM indicated that the board was not prepared to make any concession on the level of support which has worked out at around £55,000 a job.

The discrimination against service industries for regional grants is to disappear, but the number of working days lost through industrial action in the first 10 months of this year compared with the same period last year, according to Government figures published yesterday.

The Department of Employment's monthly report on employment movements showed that up to the end of October 1983, 18,767,000 working days were lost compared with 3,255,000 in 1982. Of this year's total so far, 15,555,000 have been attributable to the coal stoppage.

The report, widely used by overseas economists and potential investors to assess the country's economic and industrial well-being, demonstrated how the coal stoppage has dramatically reversed the progressive fall in the strike figures over the past five years.

The redrawing of aid areas shows several districts have lost their support status altogether. They include Blackpool, Lancaster and Morecambe, Northwich and Whitehaven in the north-west; Alnwick and Amble in the north-east; Gole and Richmond in Yorkshire and Humberside; Louth and Mablethorpe in the East Midlands; Torbay, Totnes and Truro, Inverness, Oban, Orkney and Shetland in Scotland and Conwy, Denbigh and Monmouth in Wales are also out.

The parts of the West Midlands designated as intermediate areas include Birmingham, Coventry and Dudley, Telford and Walsall, and Wolverhampton.

By making aid dependent on job creation the new programme did not sufficiently recognise the importance of modernising British industry.

"We are also disappointed at the low level set for the cost per job limit," he said.

A TUC spokesman said it was a callous and economic madness to cut aid to the regions at a time of record national unemployment. "Virtually all the country's unemployment blackspots will have their aid cut," he added.

The Government has reduced the categories of assistance from three to two, and cut the maximum grants from 22 per cent to 15 per cent of project costs.

The present set-up of special development, development and intermediate areas with their automatic grants will be replaced by a two-tier system of development areas where firms will be eligible for regional development grants of 15 per cent, and other selective areas with the second category of intermediate areas will be eligible only for selective help.

But grants will be subject to a limit of £10,000 per job and under 200 employees will be exempt.

As an alternative there will be a job grant of £5,000 for each new job created for labour intensive projects. Firms will be required to correct the type of aid regarded as most beneficial for their project.

Selective help will be also available for projects which protect existing jobs but which would otherwise not go ahead. The new job ceiling is a

Onshore oil firms face tight curbs

By ROLAND GRIBBEN
Business Correspondent

TIGHT controls will be imposed on onshore oil and gas exploration to avoid damage to the environment, Mr. Buchanan-Smith, Energy Minister, declared yesterday.

He said: "There is no question of my allowing onshore oil and gas exploration and production at any price. I seek a balance between national and local interests, between commercial and environmental."

But Mr. Buchanan-Smith made it clear he is anxious to see an acceleration of onshore exploration and development to increase Britain's oil reserves as North Sea output starts to run down.

His pledge about strict controls, made at a London conference, came a day after he announced an expansion of areas available for onshore exploration.

The entire land mass will be opened to applications for oil and gas drilling. Areas will be awarded to companies along the lines of the North Sea licensing rounds where applications are invited for large tracts of offshore territory.

Rapid development

Mr. Buchanan-Smith's statement on the onshore controls was aimed at providing reassurance to environmental groups, particularly in the South of England, worried by the rapid development of drilling.

He said that the controls attached to the new onshore licensing system "are not empty conditions, they have teeth."

Mr. Buchanan-Smith added: "I will not allow a single well to be drilled onshore until the full rigour of local planning has been exercised and until I am satisfied that all the consultations enforced by the new arrangements are completed satisfactorily."

The controls would divide appraisal drilling from exploration and allow production only after full consideration of the like impact and the "most rigorous scrutiny of companies' plans."

SIX-FOLD RISE IN DAYS LOST BY STRIKES

By Our Industrial Staff

The miners' strike brought about a six-fold increase in the number of working days lost through industrial action in the first 10 months of this year compared with the same period last year, according to Government figures published yesterday.

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